2005 Workplace and Equal Opportunity Survey of Active-Duty Members

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2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

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Acknowledgments

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Executive Summary

Background

This report presents the results of the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members* (*WEOA2005*). The Defense Manpower Data Center (DMDC) conducted the survey as part of the quadrennial cycle of human relations surveys outlined in the National Defense Authorization Act for Fiscal Year 2003 (NDAA, 2002). Section 561 of NDAA 2003 directs the Secretary of Defense to conduct cross-Service surveys to identify and assess racial/ ethnic and gender issues and discrimination among members of the Armed Forces.

DMDC conducted the mainly Web-based *WEOA2005* in January-April 2005, sending paper questionnaires to members who had not responded by late February. DMDC received completed surveys from 32,299 eligible respondents for a weighted response rate of 39%. This survey was based on the first cross-Service survey of these issues, the *Armed Forces 1996 Equal Opportunity Survey* (*EOS1996*). Although the two surveys were similar in content, the results are not fully comparable, in part because of changes in requirements for Federal reporting of racial/ethic group categories.

This report includes a description of the *WEOA2005* survey, the racial/ethnic characteristics of the military and the U.S. civilian population, and a description of how respondents are classified based on Office of Management and Budget's (OMB) requirements outlined in the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). In addition, this report includes an analysis of active-duty Service members' perceptions of the prevalence of racial/ethnic harassment and discrimination in the active-duty military, details of incidents they or their families have experienced, their responses to such incidents, the extent of racist and extremist group activity, the effectiveness of Department of Defense (DoD) and Service policies on racial/ethnic issues, and the state of racial/ethnic relations in the military and in the nation. This executive summary briefly explains the OMB 1997 requirements for reporting race/ethnicity and then summarizes the major survey results for the DoD overall and by race/ethnicity.

Reporting Groups

Survey results are reported by race/ethnicity, Service, paygrade, and deployment status within the past 12 months. Consistent with the OMB 1997 race/ethnicity reporting requirements, *WEOA2005* results are reported at the most disaggregated level possible while preserving data reliability and confidentiality. Seven mutually exclusive racial/ethnic groups are used:

- **White**: persons marking only White and not reporting being Hispanic
- **Black**: persons marking only Black or African American and not reporting being Hispanic

- **Hispanic**: persons marking they are Spanish/Hispanic/Latino, regardless of how they answered the item on race
- **Asian**: persons marking only Asian and not reporting being Hispanic
- **AIAN** (American Indian/Alaska Native): persons marking only American Indian or Alaska Native and not reporting being Hispanic
- **NHPI** (Native Hawaiian/Pacific Islander): persons marking only Native Hawaiian or other Pacific Islander and not reporting being Hispanic
- **Two or More Races**: persons marking two or more of the races (White, Black, Asian, American Indian/Alaska Native, and Native Hawaiian/Pacific Islander) and not reporting being Hispanic

Because the measurement of race and ethnicity for the *EOS1996* followed OMB's earlier 1977 standards, comparisons between the two surveys are limited. First, the 2005 "Two or More Races" group has no comparison group in the 1996 survey. Second, the 1996 group "Asian/ Pacific Islander" is not directly comparable to the 2005 groups "Asian" and "NHPI."

Findings

This Executive Summary first addresses the measurement approach followed by Service members' responses to questions about the frequency of their personal experiences of behaviors that might constitute racial/ethnic discrimination or harassment. Additional findings are then presented that compare *WEOA2005* to *EOS1996* using a computational approach which was similar to that used in 1996. The subsequent sections of the Executive Summary present topline findings for:

- The "one situation" that was the most bothersome (e.g., had the greatest effect) for Service members and/or their families
- Experiences with extremist organizations and hate groups on the installation/ship and in the local community
- Experiences with gang activities
- Assessments of racial/ethnic relations at members' workplaces and in their communities
- Whether their leaders "make honest and reasonable efforts to stop racial/ethnic harassment and discrimination"
- Training received from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination, how many times they received such training, and how effective the training was in eliminating or reducing incidents of racial/ethnic harassment and discrimination
- Perceptions of economic opportunities in the military compared with those in the civilian sector, such as fair performance evaluations, education and training opportunities, quality of life, pay and benefits, and promotions.

Measuring Race/Ethnic Experiences in 2005

In both the 1996 and 2005 surveys, Service members had an opportunity to indicate whether they or their families experienced one or more of the same 57 racial/ethnic-related

behaviors in the 12 months before taking the survey. These 57 behaviors are grouped into 11 contributing factor rates that contribute to three overall rates: *Member Experiences of Harassment/Discrimination in the DoD Community*; *Member Experiences of Harassment/ Discrimination in the Civilian Community*; and *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination*. The categorization of the three overall experience rates and their contributing factor rates is illustrated in Figure 1 below. The number of survey items used in calculating each factor is shown in the figure.

Figure 1.
Relationships Among Racial/Ethnic-Related Behavior Incident Rates
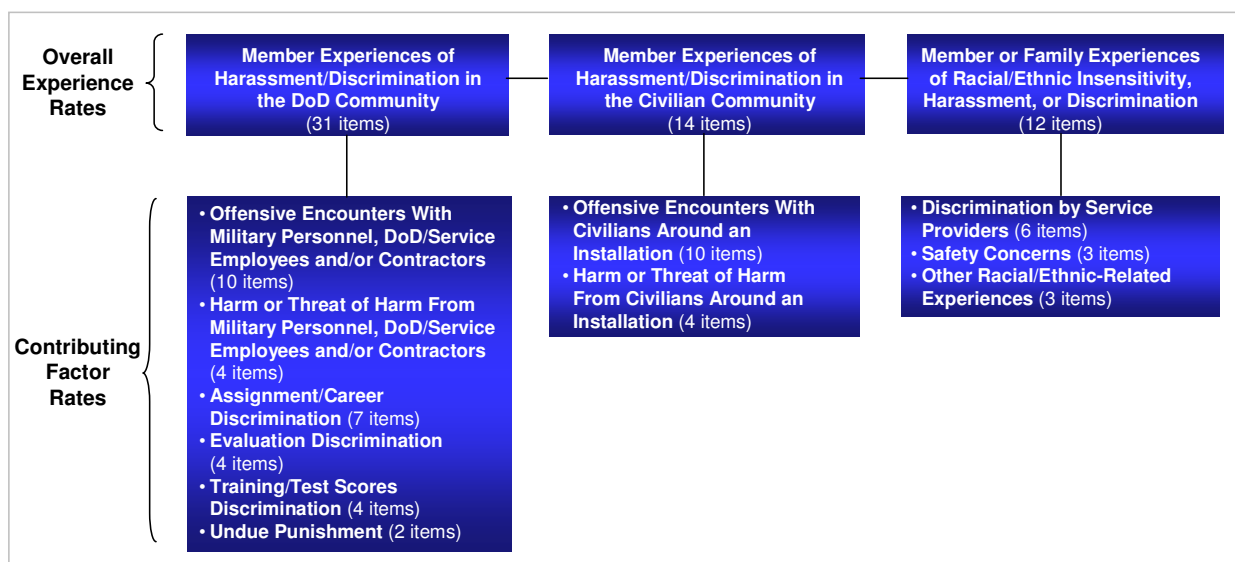
To be included in any rate in 2005, two conditions were required. First, Service members had to indicate they experienced *at least one* of the racial/ethnic-related behaviors comprising the rate.[1] Second, members had to indicate they considered at least one behavior they or their families experienced in the list of 57 behaviors to be racial/ethnic harassment or discrimination. Rates overall and for each contributing factor are shown in Figure 2.

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[1] A Service member is included in a contributing factor rate if he or she endorsed one survey item, more than one survey item, or all survey items included in that contributing factor. That is, a member is counted in a contributing factor rate only once regardless of the number of items he or she endorsed. Note also that a respondent is only counted once in an overall experience rate even though he or she might be counted in more than one contributing factor rate comprising that overall experience rate.

Figure 2.
WEOA2005 Racial/Ethnic-Related Behavior Incident Rates

Overall Experience Rates	**Member Experiences of Harassment/Discrimination in the DoD Community (10%)**	**Member Experiences of Harassment/Discrimination in the Civilian Community (9%)**	**Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination (7%)**

| Contributing Factor Rates | • **Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors** (10%)
• **Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors** (2%)
• **Assignment/Career Discrimination** (3%)
• **Evaluation Discrimination** (3%)
• **Training/Test Scores Discrimination** (1%)
• **Undue Punishment** (1%) | • **Offensive Encounters With Civilians Around an Installation** (9%)
• **Harm or Threat of Harm From Civilians Around an Installation** (3%) | • **Discrimination by Service Providers** (5%)
• **Safety Concerns** (1%)
• **Other Racial/Ethnic-Related Experiences** (6%) |

Margins of error ±1

Member Experiences of Harassment/Discrimination in the DoD Community. Overall, 10% of members indicated experiencing harassment/discrimination within the DoD community. All racial/ethnic groups, except AIANs, were more likely than Whites to indicate experiencing harassment/discrimination within the DoD community. Army members were more likely than members in the other Services to indicate experiencing harassment/discrimination from other DoD/Service personnel, whereas Marine Corps and Air Force members were less likely. Senior enlisted members were more likely, and junior and senior officers were less likely, than those in the other paygrades to indicate experiencing harassment/discrimination from members of the DoD community.

Among the contributing factors, one factor—*Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors*—drives the overall rate at 10%; the other contributing rates are only 1-3%. Ten percent of members indicated experiencing *Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors*. Army members were more likely, and Marine Corps and Air Force members less likely, to experience it. Senior enlisted members were more likely, and junior and senior officers were less likely, to indicate experiencing offensive encounters within the DoD community.

All racial/ethnic groups, except AIANs and NHPIs, were more likely than Whites to indicate experiencing *Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors*. Army and Navy members were more likely to indicate experiencing harm or threat of harm from military personnel, whereas Marine Corps and Air Force members were less likely. Junior enlisted members were more likely to indicate experiencing harm or threat of harm from military personnel, whereas junior officers and senior officers were less likely.

All racial/ethnic groups, except AIANs and NHPIs, were more likely than Whites to indicate experiencing *Assignment/Career Discrimination*. All racial/ethnic groups, except AIANs, NHPIs, and those of Two or More Races were more likely than Whites to indicate experiencing *Evaluation Discrimination,* with Army members slightly more likely, and Marine Corps and Air Force members slightly less likely, to experience it. One percent of members overall indicated experiencing *Training/Test Scores Discrimination* or *Undue Punishment*.

Member Experiences of Harassment/Discrimination in the Civilian Community. Overall, 9% percent of members indicated experiencing harassment/discrimination within the civilian community, with all racial/ethnic groups except AIANs and NHPIs more likely than Whites to indicate experiencing it. Army members were more likely to indicate experiencing harassment and discrimination from civilians in the community, whereas Air Force members were less likely. Senior enlisted members were more likely to indicate experiencing harassment and discrimination from civilians in the community, whereas junior officers and senior officers were less likely.

Among the contributing factors, one factor—*Offensive Encounters With Civilians Around an Installation*—drives the overall rate at 9% and the other contributing factor is only 3%. Nine percent of members indicated experiencing *Offensive Encounters With Civilians Around an Installation*. All racial/ethnic groups except AIANs and NHPIs were more likely than Whites to experience offensive encounters with civilians around their installation, with Army members more likely, and Air Force members less likely, to experience it. Senior enlisted members were more likely to indicate experiencing offensive encounters with civilians around their installation, whereas junior and senior officers were less likely. All racial/ethnic groups, except Hispanics, AIANs, and NHPIs, were more likely than Whites to indicate experiencing *Harm or Threat of Harm from Civilians Around an Installation*.

Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination. Overall, 7% of members/families indicated experiencing racial/ethnic insensitivity, harassment, or discrimination, and all racial/ethnic groups except AIANs were more likely than Whites to indicate experiencing racial/ethnic insensitivity, harassment, or discrimination. Army members were more likely to indicate experiencing insensitivity, harassment, or discrimination, whereas Marine Corps members were less likely. Senior enlisted members were more likely to indicate experiencing insensitivity, harassment, or discrimination, whereas junior enlisted members, and junior and senior officers were less likely.

Unlike the two overall member experience rates, there was no single contributing rate driving the *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination* rate of 7%. Contributing factor rates ranged from 1-6%. Five percent of Service members overall indicated experiencing *Discrimination by Service Providers* with all racial/ethnic groups except AIANs and NHPIs more likely than Whites to indicate experiencing discrimination from civilian and DoD service providers. Marine Corps members were slightly less likely to indicate experiencing discrimination from service providers. Senior enlisted members were more likely to indicate experiencing discrimination from service providers, whereas junior enlisted members, and junior and senior officers were less likely. One percent of Service members overall indicated they had *Safety Concerns* for themselves or their families. Six percent of Service members overall indicated they or their families had *Other Racial/Ethnic-*

Related Experiences, with all racial/ethnic groups except AIANs and NHPIs more likely than Whites to indicate they or their families had other experiences. Army members were more likely, whereas Marine Corps and Air Force members were less likely, to indicate they or their families had other experiences. Senior enlisted members were more likely to indicate they or their families had other race/ethnic-related experiences, whereas junior enlisted members, and junior and senior officers were less likely.

Combinations of Overall Harassment/Discrimination Rates. Results show that behaviors experienced in one context may also be experienced in others. While the majority (88%) of Service members did not experience any racial/ethnic harassment or discrimination in the 12 months before the survey, 3% of Service members indicated experiencing a combination of the two member rates (i.e., harassment/discrimination in the DoD and civilian communities), and 6% indicated experiencing all other combinations of overall rates (i.e., they and/or their families experienced harassment/discrimination in the DoD and/or civilian communities). One percent or less of Service members indicated experiencing only a single overall rate.

Comparing Race/Ethnic Experiences in 2005 and 1996

For trend comparisons between 2005 and 1996 survey results, incident rates were recalculated for 2005 data because the 1996 survey did not include the question asking whether members considered any of the behaviors they experienced to be racial/ethnic harassment or discrimination. Figure 3 shows rates for experiencing behaviors overall and for each contributing factor without regard to whether members labeled any of them as harassment or discrimination. Presentation of 1996 comparable incident rates use 1996 titles for rates, which are less descriptive than 2005 incident rate titles (e.g., 2005 *Member Experiences of Harassment/ Discrimination in the DoD Community* rate is referred to as *Member Incident - DoD*).

Figure 3.
Comparable WEOA2005 and EOS1996 Racial/Ethnic-Related Behavior Incident Rates

Margins of error ±1%

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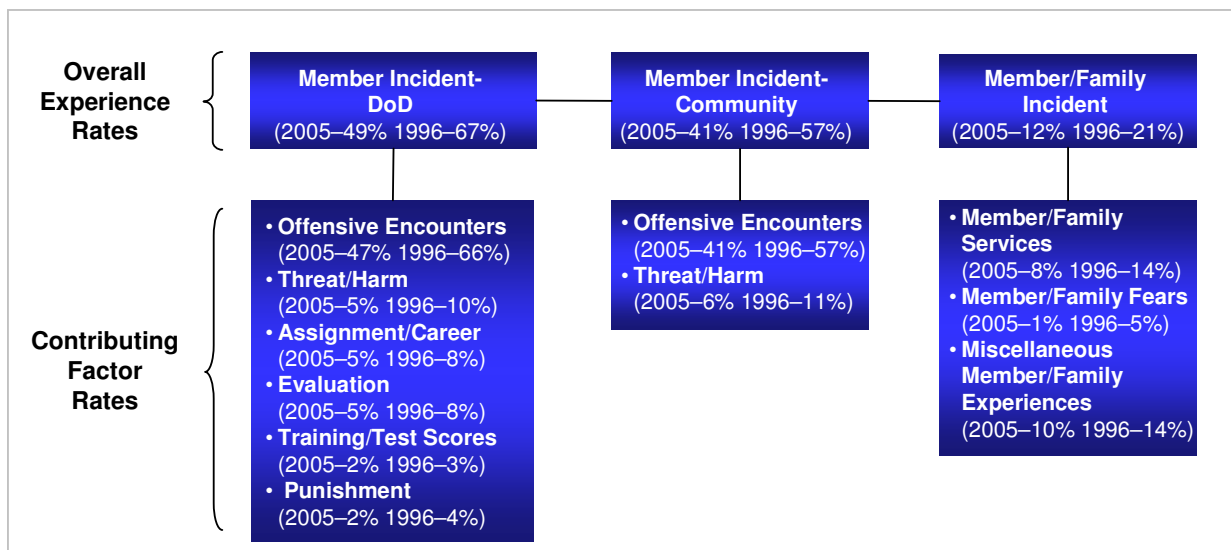
Member Incident - DoD.   Rates for Service members indicating experiencing racial/ethnic incidents within the military were lower overall and for Whites, Blacks, Hispanics, and AIANs in 2005 than 1996. Similarly, rates for Service members indicating experiencing *Offensive Encounters*, *Harm/Threat*, and *Assignment/Career* were lower overall and for Whites, Blacks, Hispanics, and AIANs in 2005 than 1996. Also, rates for Service members indicating experiencing *Evaluation*, *Training/Test Scores*, and *Punishment* were lower overall and for Whites, Blacks, and Hispanics in 2005 than 1996.

Member Incident - Community.   Rates for Service members indicating experiencing racial/ethnic incidents within the local community were lower overall and for Whites, Blacks, Hispanics, and AIANs in 2005 than 1996. Similarly, rates for Service members indicating experiencing *Offensive Encounters* and *Harm/Threat* were lower overall and for Whites, Blacks, Hispanics, and AIANs in 2005 than 1996.

Member/Family Incident.   Rates for Service members or their families indicating experiencing racial/ethnic incidents were lower overall and for Whites, Blacks, Hispanics, and AIANs in 2005 than 1996. Rates for Service members indicating experiencing *Member/Family Services* and *Member/Family Fears* were lower overall and for Whites, Blacks, Hispanics, and AIANs in 2005 than 1996. In addition, rates for Service members indicating experiencing *Miscellaneous Member/Family Experiences* were lower overall and for Whites, Blacks, and Hispanics in 2005 than 1996.

Combinations of Behaviors.   The percentage of Service members overall and among Whites, Blacks, and Hispanics who experienced a combination of the two member incident rates (i.e., in the DoD and civilian communities) was lower in 2005 than in 1996. The percentage of Service members overall and among Whites, Blacks, Hispanics, and AIANs who experienced all other combinations of overall rates (i.e., they and/or their families experienced harassment/ discrimination in the DoD and/or civilian communities) was lower in 2005 than in 1996. The percentage of Service members overall and among Whites, Blacks, Hispanics, and AIANs who indicated they had not experienced any behaviors was higher in 2005 than in 1996.

One Situation

Characteristics of the One Situation.   On the survey, Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to consider the "one situation" occurring in the year before taking the survey that was the most bothersome (e.g., had the greatest effect) for them and/or their families. Following are general characteristics of the one situation:

- No single location was identified as being most common – 14% of members indicated the situation occurred at a military installation, 15% in the local community around an installation, and 17% at their permanent duty station
  - Fewer indicated that the situation occurred at their military work station (10%), during duty hours (10%), or while deployed (4%)
- 62% indicated the situation occurred only once, with 32% indicating occasionally and 7% frequently

- 66% indicated the situation lasted less than one week, with 16% one week to less than six months, and 19% more than six months
- 62% indicated offenders were male, with fewer female (10%), or a combination of male and female (28%); 63% of situations involved multiple offenders
- 64% indicated offenders were White, 47% Black, and 24% Hispanic; Asians, AIANs and NHPIs were less frequently indicated as offenders (3-16%)
- 40% indicated offenders were other military personnel; 38% indicated they were people in the local community; fewer indicated DoD civilians (13%) or contractors (7%) as offenders

Handling and Reporting of the One Situation. Members were asked how they handled the one situation of racial/ethnic behaviors they considered most bothersome to them, including their decision to report, satisfaction with the reporting process, and, if not reported, the reasons for not doing so. They were also asked about the outcome of reporting and the consequences of making a report. Following are characteristics based on the one situation:

- 9% indicated they reported the situation to a civilian community official, office, or court; 10% reported to an installation/Service/DoD individual or organization
  - 2% of those reporting to a DoD individual or organization made a formal report
  - 31% of those who reported an incident indicated they were satisfied with the DoD complaint process
- Of those who experienced and reported an incident of racial/ethnic harassment or discrimination, positive outcomes to reporting included explanation of the outcome (37%), offender counseled (37%), situation corrected (33%), rules on harassment/ discrimination explained to everyone (30%), and actions taken against offender (25%)
- Of those who experienced and reported an incident of racial/ethnic harassment or discrimination, negative outcomes to reporting included no knowledge of action taken (41%), complaint discounted (36%), no action taken (29%), and being encouraged to drop the complaint (27%)
  - 75% indicated no impact on their military career from making a report, 20% indicated negative impact
- 29% of those who experienced and reported an incident indicated they were satisfied with the outcome of a completed report, 34% were neutral, and 37% were dissatisfied
- Of those who experienced an incident of racial/ethnic harassment or discrimination, but did not report it, most frequently cited reasons for not reporting were:
  - Not important enough to report (59%)
  - Took care of it themselves (47%)
  - Thought nothing would be done (36%)
  - Thought reporting would take too much time and effort (26%)
  - Did not know the identity of the person who did it (24%)
  - Feared reporting would make the work situation unpleasant (22%)
  - Felt uncomfortable making a report (21%)
  - Feared being labeled a troublemaker (20%)

Race and Ethnic Interrelations

Service members were asked whether extremist organizations and hate groups were a problem on the installation/ship and in the local community. They were also asked about their experiences with gang activities and their assessments of racial/ethnic relations at their workplaces and in their communities.

Racist/Extremist Organizations and Hate Crimes. Service members were asked about the extent to which racist, extremist, or hate groups were present and caused problems on installations or ships. Findings include:

- 3-8% of members indicated racist/extremist organizations or activities are a large problem at their installation/ship
  - Asians were more likely than Whites, Blacks, AIANs, or those of Two or More Races to indicate racist/extremist organizations or activities are a large problem
  - Whites were slightly more likely in 2005 than in 1996 to indicate racist/extremist organizations or activities are a large problem
- 2-8% of members indicated hate crimes/activities are a large problem at their installation/ship
  - Asians were more likely than other racial/ethnic groups except NHPIs to indicate hate crimes/activities are a large problem
  - Senior officers were slightly less likely than members in the other paygrades to indicate hate crimes/activities are a large problem
  - Blacks were less likely in 2005 than in 1996 to indicate hate crimes/activities are a large problem
- 2-7% members indicated racist/extremist organizations or activities are a large problem in the local community around their installation
  - Asians were more likely than Blacks or AIANs to indicate racist/extremist organizations or activities are a large problem
  - Fewer members overall and in all racial/ethnic groups indicated racist/extremist organizations or activities are a large problem in 2005 than 1996
- 2-5% members indicated hate groups/extremist activities are a large problem in the local community around their installation
  - Asians were more likely than AIANs to indicate hate groups/extremist activities are a large problem
  - Fewer members overall and in all racial/ethnic groups indicated hate groups/ extremist activities are a large problem in 2005 than 1996

Gang Activities. Service members were asked about the extent to which gang activities are a problem. Findings include:

- 3-7% of members indicated gang activities are a large problem
  - Asians were more likely than all other racial/ethnic groups except NHPIs to indicate gang activities are a large problem
  - Junior enlisted members were more likely to indicate gang activities are a large problem, whereas senior officers were less likely

Race Relations at Work and in the Community. Service members were asked their perceptions of interpersonal race relations in their work group, installation/ship, Service, and local community:

- 68-84% of members indicated race relations in their work group are excellent/very good, with Whites most positive and Blacks least positive
    - Marine Corps and Air Force members were more likely to indicate race relations are excellent/very good, whereas Army members were less likely
    - Junior and senior officers were more likely to indicate race relations are excellent/very good, whereas junior enlisted members were less likely
    - Members who had not been deployed in the past 12 months were more likely than members who had been deployed to indicate race relations are excellent/very good
- 59-79% of members indicated race relations at their installation/ship are excellent/very good, with Whites most positive and Blacks least positive
    - Marine Corps and Air Force members were more likely to indicate race relations are excellent/very good, whereas Army members were less likely
    - Junior and senior officers were more likely to indicate race relations are excellent/very good, whereas junior enlisted members were less likely
    - Members who had not been deployed were more likely than members who had been deployed to indicate race relations are excellent/very good
- 50-74% of members indicated race relations in their Service are excellent/very good, with Whites most positive and Blacks least positive
    - Marine Corps and Air Force members were more likely to indicate race relations are excellent/very good, whereas Army and Navy members were less likely
    - Junior and senior officers were more likely to indicate race relations are excellent/very good, whereas junior enlisted and senior enlisted members were less likely
    - Members who had not been deployed were more likely than members who had been deployed to indicate race relations are excellent/very good
- 42-56% of members indicated race relations in their local community are excellent/very good, with Whites, AIANs, and Asians most positive and Blacks least positive
    - Air Force members were more likely to indicate race relations are excellent/very good, whereas Army members were less likely
    - Junior and senior officers were more likely to indicate race relations are excellent/very good, whereas junior enlisted members were less likely
    - Members who had not been deployed were more likely than members who had been deployed to indicate race relations are excellent/very good

Equal Opportunity Climate

Leadership. Service members were asked whether their leaders "make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially." Results follow for three levels of leaders, the immediate supervisor, senior leadership of the installation/ship, and senior leadership of the Service:

- Overall, 69% of Service members indicated their Service leaders are making honest efforts to stop harassment and discrimination
  - Whites, Hispanics, Asians, and those of Two or More Races were more likely than Blacks to indicate Service leaders are making honest efforts to stop harassment and discrimination
  - Air Force members were more likely to indicate agreement, whereas Army members were less likely
  - Senior enlisted members, junior officers, and senior officers were more likely to indicate agreement, whereas junior enlisted members were less likely
  - Members who had not been deployed in the past 12 months were more likely than members who had been deployed to indicate agreement
  - Whites, Blacks, Hispanics, and members overall were more positive about their Service leaders' efforts in 2005 than 1996
- Overall, 69% of Service members indicated their installation/ship leaders are making honest efforts to stop harassment and discrimination
  - Whites, Hispanics, Asians, and those of Two or More Races were more likely than Blacks to indicate installation/ship leaders are making honest efforts to stop harassment and discrimination
  - Air Force and Navy members were more likely to indicate agreement, whereas Army members were less likely
  - Senior enlisted members, junior officers, and senior officers were more likely to indicate agreement, whereas junior enlisted members were less likely
  - Members who had not been deployed in the past 12 months were more likely than members who had been deployed to indicate agreement
  - Whites, Blacks, Hispanics, and members overall were more positive about their installation/ship leaders' efforts in 2005 than 1996
- Overall, 71% of Service members indicated their immediate supervisor is making honest efforts to stop harassment and discrimination
  - Whites were more likely than those in all other racial/ethnic groups except NHPIs to indicate their immediate supervisor is making honest efforts to stop harassment and discrimination
  - Air Force members were more likely to indicate agreement, whereas Army members were less likely
  - Senior enlisted members, junior officers, and senior officers were more likely to indicate agreement, whereas junior enlisted members were less likely
  - Members who had not been deployed in the past 12 months were more likely than members who had been deployed to indicate agreement
  - Blacks, Hispanics, and members overall were more positive about their supervisors' efforts in 2005 than 1996

Military Attention to Racial/Ethnic Harassment and Discrimination. Service members were asked whether they thought the military has paid too much or too little attention to racial/ethnic harassment and discrimination in the past several years. Findings include:

- The majority (62%) of Service members overall indicated the military has paid the right amount of attention to racial/ethnic harassment and discrimination; 24%

indicated too much attention has been paid to this issue; 14% thought too little attention has been paid

- Overall, Service members were more likely in 2005 than in 1996 to indicate the military paid the right amount (62% vs. 50%) or too much (24% vs. 22%) attention to racial/ethnic harassment and discrimination; members were less likely in 2005 than in 1996 to indicate the military paid too little attention (14% vs. 28%) to racial/ethnic harassment and discrimination

Training. Survey respondents were asked if they had received training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination, and, if so, how many times they received such training, and how effective the training was in eliminating or reducing incidents of racial/ethnic harassment and discrimination.

- 80% of Service members indicated they received training in racial/ethnic harassment and discrimination
  - Whites were more likely than Blacks, Hispanics, Asians, and NHPIs to indicate they had received training
  - Army members were more likely to indicate they had received training
  - Junior enlisted members were less likely to indicate they had received training, whereas senior enlisted members and junior officers were more likely
  - Whites, Blacks, and members overall were more likely in 2005 than in 1996 to indicate they received training
- Service members received an average of three sessions of training on harassment and discrimination
  - Army members received more training, whereas Air Force members received less
  - Junior enlisted members received more training, whereas senior enlisted members, junior officers, and senior officers received less
- Blacks were more likely than Whites to indicate their training was very effective in reducing or preventing racial/ethnic harassment and discrimination
  - Members overall and in each racial/ethnic group were more likely to indicate their training was very effective in reducing or preventing racial/ethnic harassment and discrimination in 2005 than 1996

Perceptions of Equal Opportunity

Economic Opportunities. The survey contained five items asking members to compare economic opportunities in the military, such as pay and benefits, fair performance evaluations, education and training opportunities, quality of life, and promotions with those in the civilian sector. Findings indicated:

- 34% of Service members indicated pay and benefits were better in the military, compared to 22% who indicated they were better in the civilian world
  - This finding applied across racial/ethnic groups
  - In 1996, the comparable percentages were 21% vs. 37%, indicating that members viewed their relative compensation more positively in 2005 than in 1996

- One third (33%) of Service members indicated their opportunities for fair performance evaluations were better in the military than as civilians, compared to 11% who indicated such opportunities were better in civilian life
  – More Service members in 2005 indicated greater fairness in performance evaluations in the military than in 1996 (24%), with the largest differences among Blacks and Hispanics
- Nearly half (46%) of Service members in 2005 indicated opportunities for education and training were better in the military, whereas 10% indicated such opportunities were better as civilians
  – There were minor differences by survey year within racial/ethnic groups
  – In 1996, about the same percentage indicated a military advantage (43%) but somewhat more (16%) than in 2005 indicated civilian opportunities were better
- In 2005, members were more likely to indicate quality of life was better in the military (32%) than in the civilian world (23%)
  – Blacks were more likely than Whites, Hispanics, AIANs, Asians, and those of Two or More Races to indicate quality of life was better in the military
  – Air Force members were more likely than members in the other Services to indicate quality of life was better in the military
  – Senior enlisted members and senior officers were more likely than members in the other paygrades to indicate quality of life was better in the military
  – Service members who had not been deployed in the past 12 months were more likely than those who had been deployed to indicate quality of life was better in the military
  – Whites, Blacks, Hispanics, and members overall were more likely in 2005 than in 1996 to indicate quality of life was better in the military
- By a larger margin than in 1996, Service members indicated opportunities for promotion for people in their racial/ethnic group were greater in the military than as civilians (38% vs. 13%, compared to 28% vs. 20% in 1996)
  – Similar patterns were found for all racial/ethnic groups

Race Relations. Service members were asked to indicate whether race relations were better overall in the military or in the civilian world. They were also asked for their general perceptions of whether race relations had improved in the military and in the nation over the past five years. Findings indicated:

- 48% of members indicated race relations for people of their racial/ethnic background were better in the military than the civilian world
  – Blacks, Hispanics, and Asians were more likely than Whites and AIANs to indicate race relations were better in the military
  – Air Force members were more likely than members in the other Services to indicate relations were better in the military, whereas Navy members were less likely
  – Senior enlisted members, junior officers, and senior officers were more likely than members in the other paygrades to indicate race relations were better in the military

- Blacks, Hispanics, and members overall were more likely in 2005 than 1996 to indicate race relations were better in the military
- Whites, Hispanics, Asians, and NHPIs were more likely than Blacks or those of Two or More Races to indicate that race/ethnic relations in the nation are better today than five years ago
  - Marine Corps members were more likely than members in the other Services to indicate that race/ethnic relations in the nation are better today, whereas Army members were less likely
  - Junior and senior officers were more likely than members in the other paygrades to indicate that race/ethnic relations in the nation are better today
  - Whites, Blacks, Hispanics, AIANs, and members overall were more likely in 2005 than 1996 to indicate that race/ethnic relations in the nation are better today than five years ago
- Whites, Hispanics, and Asians were more likely than Blacks to indicate that race/ethnic relations in the military are better today than five years ago
  - Navy and Marine Corps members were more likely than members in the other Services to indicate that race/ethnic relations in the military are better today, whereas Army members were less likely
  - Senior officers were more likely than members in the other paygrades to indicate that race/ethnic relations in the military are better today, whereas junior enlisted members were less likely
  - Whites, Blacks, Hispanics, AIANs, and members overall were more likely in 2005 than 1996 to indicate that race/ethnic relations in the military are better today than five years ago

Frequency of Racial/Ethnic Harassment and Discrimination in the Military. Members were asked their views on how often racial/ethnic harassment and discrimination occurs in the military now, as compared to a few years ago. Findings indicated:

- Two thirds (65%) of Service members indicated racial/ethnic harassment and discrimination occurred less often in the military in 2005 than a few years ago; few (3%) indicated such behavior occurred more often
  - Whites, Hispanics, and Asians were more likely than Blacks to indicate that racial/ethnic harassment and discrimination occurs less often now than a few years ago
  - Asians were also more likely than Whites and those of Two or More Races to indicate that racial/ethnic harassment and discrimination occurs less often now than a few years ago
- Overall, Navy (68%) and Marine Corps (71%) members were more likely than members in the other Services to indicate racial/ethnic harassment and discrimination occurs less often now than a few years ago
  - Among Whites, Marine Corps members were more likely than Whites in the other Services to indicate that racial/ethnic harassment and discrimination occurs less often now than a few years ago

- – Overall, Army members were more likely than members in the other Services to indicate racial/ethnic harassment and discrimination occurs more often now than a few years ago
- Overall, senior enlisted members (66%) and senior officers (70%) were more likely than members in the other paygrades to indicate racial/ethnic harassment and discrimination occurs less often now than a few years ago
  - – Among Whites and Hispanics, senior officers were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate racial/ethnic harassment and discrimination occurs less often now than a few years ago
  - – Among Blacks and Asians, senior enlisted members were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate racial/ethnic harassment and discrimination occurs less often now than a few years ago
  - – Overall, junior enlisted members were more likely than members in the other paygrades to indicate racial/ethnic harassment and discrimination occurs more often now than a few years ago
  - – Similarly among Whites and Blacks, junior enlisted members were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate racial/ethnic harassment and discrimination occurs more often now than a few years ago

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Chapter 1: Introduction

The Department of Defense (DoD) is committed to eliminating all forms of racial/ethnic harassment and discrimination involving its military and civilian members and others associated with the military community. Such behavior diminishes respect for individuals, impairs personnel and unit readiness and performance, and adversely affects recruitment and retention. For more than 50 years, DoD has sought to eliminate distinctions based on members' race and ethnicity through policies and programs. The *2005 Workplace and Equal Opportunity Survey of Active-Duty Members (WEOA2005)* is one source of information for evaluating the effectiveness of these programs and assessing the overall racial/ethnic environment in the military.

The first cross-Service survey of race/ethnic issues was the *Armed Forces 1996 Equal Opportunity Survey* (*EOS1996*). The *WEOA2005* was modeled on the pioneering 1996 survey and is now part of a quadrennial cycle of human relations surveys codified by Section 561 of the National Defense Authorization Act for Fiscal Year 2003 (NDAA, 2002). The quadrennial cycle started with the *2002 Workplace and Gender Relations Survey of Active-Duty Members* and continued with the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. The four-year cycle will be completed by the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members* and the cycle will repeat with one survey a year starting in 2008.

This chapter provides an overview of the survey content and how the survey was analyzed for this report. In addition, this chapter includes estimates of the racial/ethnic composition of the active-duty force and how it compares to national population estimates. Finally, an overview of the survey methodology is provided.

Overview of Report

Survey Content by Chapter

The principal purpose of the *WEOA2005* was to report attitudes and perceptions about personnel programs and policies, including estimates of the incident rates and consequences of racial/ethnic harassment and discrimination. The survey examined active-duty Service members' perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity (EO) in DoD. The *WEOA2005* included questions regarding active-duty Service members' and their families' experiences of racial/ethnic harassment and discrimination in the 12 months before survey administration. It also included questions on members' views of the effectiveness of DoD and Service training, policies, and programs to prevent and respond to incidents of racial/ethnic harassment and discrimination, as well as their perceptions of progress the military and the nation have made in eliminating such incidents. The survey was subdivided into multiple topic areas.

Topics covered in the survey are organized into six chapters, ranging from perceptions of race relations (Chapter 2), to self-reports of experiences of racial/ethnic harassment/ discrimination (Chapters 3 through 5), to perceptions of prevention and trends in the social conditions that affect the U.S. military (Chapters 6 and 7).

Chapter 2 presents findings on Service members' perceptions of race relations at both the individual and group level, specifically addressing the issue of racist and extremist groups (e.g., hate groups), as directed by Section 561 of NDAA for FY 2003.

Chapter 3 summarizes Service members' self-reports on experiences of racial/ethnic discrimination or harassment behaviors directed at them or their families. This chapter includes the 12-month incident rates of racial/ethnic harassment and discrimination. This material covers Service members' personal experiences, including the types and frequency of both personal and family experiences related to race/ethnicity and the responsibility of DoD and the Services to prevent racial/ethnic harassment and/or discrimination.

Chapter 4 covers responses to questions asked of Service members who said they experienced at least one incident of racial/ethnic-related harassment and discrimination behaviors regarding details about their and their families' most bothersome experience. Results are presented for the types of incidents experienced, where and when they occurred, and characteristics of offenders in the most bothersome situation.

Chapter 5 addresses reasons for not reporting incidents of racial/ethnic harassment and discrimination behaviors and members' satisfaction with the complaint process and outcomes.

Chapter 6 covers Service members' perceptions of the effectiveness of Services' efforts to eliminate racial/ethnic harassment and discrimination. This includes members' views on current racial/ethnic policies and leadership practices, the effectiveness of Services' efforts to eliminate racial/ethnic harassment and discrimination and to provide support to those who experience it, and frequency and perceived effectiveness of training on racial/ethnic harassment and discrimination.

Chapter 7 describes members' perceptions of social, economic, and career opportunities within the military and global attitudes toward race relations. Service members were asked to assess opportunities in the military compared to civilian employment, and historical and military/ civilian comparisons of the prevalence of racial/ethnic harassment and discrimination.

Analysis Groups

Survey results are reported by race/ethnicity, Service, paygrade, and deployment status. Definitions for reporting categories follow:

- Service – The categories include Army, Navy, Marine Corps, and Air Force.

- Paygrade – The junior enlisted subgroup includes the E1-E4 enlisted paygrades. The senior enlisted subgroup includes the E5-E9 enlisted paygrades. The junior officer subgroup includes O1-O3 commissioned officers. The senior officer subgroup includes O4-O6 commissioned officers.

- Deployment Status – The categories include Deployed Past 12 Months and Not Deployed Past 12 Months. These indicate whether members were deployed for a cumulative 30 days or more during the 12 months prior to either the Web survey response, or the date the returned paper survey was received.

- Race/Ethnicity – Respondents are classified into seven categories consistent with requirements of the Office of Management and Budget (Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 1997). *Hispanic* includes anyone marking that they are Spanish/Hispanic/Latino, regardless of how they answered the question on race. *White* includes persons marking only White and not reporting being Spanish/Hispanic/Latino. *Black* includes persons marking only Black or African American and not reporting being Spanish/Hispanic/Latino. *American Indian/Alaska Native (AIAN)* includes persons marking only American Indian or Alaska Native and not reporting being Spanish/Hispanic/Latino. *Asian* includes persons marking only Asian and not reporting being Spanish/Hispanic/ Latino. *Native Hawaiian/Pacific Islander (NHPI)* includes persons marking only Native Hawaiian or other Pacific Islander and not reporting being Spanish/Hispanic/ Latino. *Two or More Races* includes persons marking two or more of the races (*White*, *Black*, *Asian*, *American Indian/Alaska Native*, and *Native Hawaiian/Pacific Islander*) and not reporting being Spanish/Hispanic/Latino.

- Race/Ethnicity Comparisons to 1996 – The 1997 guidance issued by the Office of Management and Budget (OMB) made two important changes in the collection of Federal data on race and ethnicity: (1) the guidance made allowing multiple race selections mandatory, and (2) the category of Asian/Pacific Islander was redefined as the category of Asian distinct from the category of Native Hawaiian/Pacific Islander. Because the measurement of race and ethnicity for the *EOS1996* followed OMB's earlier 1977 standards, comparisons between the two surveys are limited, especially for three of the new categories (Table 1). First, the 2005 "Two or More Races" group has no comparison group in the 1996 survey. Second, the 1996 group Asian/Pacific Islander is not directly comparable to the 2005 groups Asian and NHPI. Where applicable, *WEOA2005* results are compared with those from *EOS1996* for each similar racial/ethnic category (e.g., responses from Whites in 1996 are compared to responses from Whites in 2005). For both surveys, Hispanics are reported as an ethnicity and are not reported in any of the racial groups. This allows all reporting to be done by mutually exclusive groups. Please see the *Provisional Guidance on the Implementation of the 1997 Standards for Federal Data on Race and Ethnicity* (OMB, 2000) for more information on bridging reported rates collected by different standards.

Table 1.
Racial/Ethnic Categories Used in EOS1996 and WEOA2005

Survey	Racial/Ethnic Categories[a]						
EOS1996	White	Black	Hispanic	Native American	Asian/Pacific Islander		NA[b]
WEOA2005	White	Black	Hispanic	American Indian or Alaska Native (AIAN)	Asian	Native Hawaiian or Other Pacific Islander (NHPI)	Two or More Races

[a]The race subgroups omit Hispanics.
[b]NA indicates not available. In 1996, respondents could not indicate more than one race.

Analysis Groups in Perspective

To gain a full perspective on the results of the *WEOA2005* survey, it is important to view the racial/ethnic composition within the military and comparisons to the overall composition of the U.S. population (Table 2 and Table 3). Comparisons between the Armed Forces and the civilian population are complicated by numerous factors, including differences in age distribution.

Overall, Blacks were somewhat overrepresented in DoD compared to its proportion of the civilian population (18% vs. 12%), whereas Whites (62% vs. 65%) were slightly underrepresented. This general trend is present across all age groups for military personnel and civilians from 18 to 54 years of age.

Table 2.
Percent of U.S. Civilians Ages 18 to 54, by Race/Ethnicity

Population	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
Civilian Total	65	12	15	1	5	<1	2
18 to 24 years	61	14	18	1	4	<1	2
25 to 34 years	60	12	20	1	6	<1	2
35 to 44 years	66	12	15	1	5	<1	1
45 to 54 years	72	11	10	1	4	<1	1

Note. Rounded to whole percentages except as shown. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Row totals do not always sum to 100% due to rounding.
Sources: U.S. Census Bureau, 2005 American Community Survey

Table 3.
Percent of Active-Duty Members Ages 18 to 54, by Race/Ethnicity

Population	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
DoD Total	62	18	12	1	4	1	3
18 to 24 years	63	14	14	1	3	1	4
25 to 34 years	61	20	12	1	3	1	3
35 to 44 years	61	23	9	1	4	1	2
45 to 54 years	66	18	6	1	6	1	2

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Row totals do not always sum to 100% due to rounding.
Sources: DMDC, *WEOA2005*

The Services also varied in their racial/ethnic composition (Table 4). Among Whites, the Air Force (69%) had the highest and the Army (57%) had the lowest representation. Among Blacks, the Army (22%) had the highest percentage, and the Marine Corps (12%) had the lowest.

Hispanic members were a higher proportion of the Marine Corps (17%) and a lower percentage of the Air Force (9%). Asians were a higher proportion of the Navy (6%) than the other Services. The proportions of AIANs, NHPIs, and members of Two or More Races were similar across all Services. Across paygrades, Whites were a higher proportion of junior and senior officers and Blacks and Hispanics were a higher proportion of junior and senior enlisted paygrades. Proportions by race/ethnicity did not tend to differ by deployment status.

Table 4.
Percent of Active-Duty Members, by Service, Paygrade Group, Deployment Status, and Race/ Ethnicity

Response Group	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
DoD Total	62	18	12	1	4	1	3
Army	57	22	13	1	3	1	3
Navy	60	18	12	1	6	1	3
Marine Corps	65	12	17	1	2	<1	2
Air Force	69	15	9	1	3	<1	3
E1-E4	61	15	15	1	4	1	4
E5-E9	57	23	12	1	4	1	3
O1-O3	77	9	7	<1	4	<1	2
O4-O6	81	9	4	<1	3	<1	2
Deployed	62	17	13	1	3	1	3
Not Deployed	62	18	12	1	4	1	3

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Row totals do not always sum to 100% due to rounding.
Sources: DMDC, *WEOA2005*

Analysis Procedures

Only statistically significant group comparisons are discussed in this report.[2] For each section of the report, results are presented for the military overall, as well as by race/ethnicity, Service, paygrade, and deployment status. Where the questions were similar to those asked in the 1996 survey, trends are discussed. In all cases, the use of the word "significantly" is redundant and is, therefore, not used. Because the results of comparisons are based on a weighted, representative sample, the reader can infer that the results generalize to the population. Three types of group comparisons are employed:

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[2] All statistically significant findings are discussed in the text of the report. In some cases differences might appear to be significantly different in comparison to the differences between other variables, but are not noted as different in the text. In these cases, the margins of error are higher, rendering differences as not statistically significant. Instances where the reader might question a finding that appears to be large are typically footnoted to clarify that the difference is not statistically significant.

- Race/Ethnicity – Analyses by race/ethnicity are made by comparing results for each racial/ethnic group against each other group (i.e., pairwise comparisons among all race/ethnic groups). For example, a typical statement in the report might read "Asians (7%) were more likely than Whites (3%), Blacks (3%), Hispanics (4%), AIANs (3%), or those of Two or More Races (3%) to indicate gang activities are a large problem." From this the reader understands that the rate for Asians is statistically significantly higher than the individual rates for Whites, Blacks, Hispanics, AIANs, and those of Two or More Races.

- Service, Paygrade, and Deployment Status – Comparisons by Service and paygrade are made along a single dimension (e.g., Service) at a time. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension.[3] For example, responses of Army members are compared to the weighted average of the responses from members in the Navy, Marine Corps, and Air Force. Analyses by deployment status were made by comparing those deployed in the year prior to the survey with those who were not deployed. A typical statement in the report might read "Asians in the Marine Corps (3%) were less likely than Asians in the other Services to indicate gang activities are a large problem." From this the reader understands that the rate for Asians in the Marine Corp is statistically significantly lower than the weighted average of the rate for Asians in the other three Services combined. Similarly, a statement such as "Among Whites, Army (4%) members were more likely than Whites in the other Services to indicate gang activities are a large problem, whereas Air Force (2%) members were less likely" communicates that the rate for Whites in the Army is statistically significantly higher than the weighted average of the rate for Whites in the other three Services and, in contrast, the rate for Whites in the Air Force is statistically significantly lower than the weighted average of the rate for Whites in the other three Services.

- Trend Analyses – Analyses by year are made by comparing results for each analysis group in 1996 against the same group in 2005. For example, a statement such as "Among Whites, Blacks, Hispanics, and AIANs, the percentage of those who indicated that *hate groups/activities* are a large problem in the local community was lower in 2005 than in 1996" communicates that the rates shown in the table for survey year 2005 are statistically significantly lower than the respective rates in 1996 for Whites, Blacks, Hispanics, and AIANs.

The tables and figures in the report are numbered sequentially. The titles describe the dependent variables and reporting categories presented in the table. Unless otherwise specified, the numbers contained in the tables are percentages with margins of error at the bottom of each column (reporting category). Ranges of margins of error are presented when more than one estimate is displayed in a column. Further information about the survey measures, results, and percent responding are presented in Ormerod et al. (2007).

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[3] When comparing results within the current survey, the percentage of each subgroup is compared to its respective "all other" group (i.e., the total population minus the group being assessed).

Survey Methodology

This section describes the methodology used for *WEOA2005* and the analytic procedures used in this report. The *WEOA2005* was administered via both Web and paper surveys.[4] The survey administration process began on January 10, 2005, with the mailout of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. Data collection on the Web started on January 24, 2005, with paper surveys mailed on February 24 to those who had not responded via the Web. Web and paper survey administration continued through April 4, 2005.

The population of interest for the survey consisted of active-duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard,[5] excluding National Guard and Reserve members, who (1) have at least six months of service at the time the questionnaire is first fielded and (2) are below flag rank. Single-stage, nonproportional stratified random sampling[6] procedures were used. The sample size and weighted response rates for the most important characteristics of the population are shown in Table 5 by Service, paygrade, and race/ethnicity. The sample consisted of 91,024 individuals drawn from the sample frame constructed from DMDC's *Active-Duty Master File*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not on active duty as of the first day of the Web survey, January 24, 2005 (0.21% of sample).

Completed surveys (defined as answering 50% or more of the survey questions asked of all participants and at least one item in Questions 45-48) were received from 32,299 eligible respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 39%. Data were weighted to reflect the population of interest. The weights reflected (1) the probability of selection for that member, (2) a non-response adjustment to minimize bias arising from differential response rates among demographic subgroups, and (3) a post-stratification factor for January 2005—the month in which the questionnaire was first distributed.

Further details on the statistical methods applied to sampling and weighting are reported in DMDC (2007).

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[4] In constructing the dataset that combines the paper and Web respondents, the Web version of questions was typically used. The responses to the paper-and-pencil version of the questions were recoded to comply with the Web version.

[5] Results for Coast Guard are not included in this report.

[6] In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and active-duty component (all male Army active-duty personnel in one group, all female Navy active-duty personnel in another, etc.). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

Table 5.

WEOA2005 Respondents and Weighted Response Rates, by Service, Paygrade, and Race/Ethnicity

Response Group	Number of Respondents	Weighted Response Rates (%)
Service		
Army	11,826	33
Navy	7,621	40
Marine Corps	4,093	23
Air Force	7,389	51
Paygrade[a]		
E1 to E4	6,818	22
E5 to E9	10,323	48
W1 to W5	1,438	57
O1 to O3	6,409	55
O4 to O6	5,941	70
Race/Ethnicity		
White	16,728	41
Black	4,677	33
Hispanic	4,850	34
AIAN	907	30
Asian	2,496	41
NHPI	286	34
Two or More Races	935	41

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]Warrant Officers are not included in the paygrade analyses but are included in race/ethnic groups, Service, and deployment status analyses.

The *WEOA2005* survey used a complex sample design that requires weighting to produce population estimates, (e.g., percent female).[7] Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN© PROC DESCRIPT (Research Triangle Institute, Inc., 2004).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means are reported with margins of error based on 95% confidence intervals.

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[7] As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.
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Estimates may be unstable, because they are based on a small number of observations or a relatively large variance in the data or weights. Particularly unstable estimates are suppressed or annotated. "NR" indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225). Effective sample size takes into account the finite population correction, variability in weights, and the effect of sample stratification. In other circumstances, "NA" indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions.

Chapter 2: Race and Ethnic Interrelationships

This chapter presents findings on Service members' perceptions of race relations at both the individual and group levels. This chapter also discusses extremist organizations and hate groups on the installation/ship and in the local community, Service members' experiences with gang activities, and members' assessments of racial/ethnic relations at their workplaces and in their communities.

Extremist Organizations and Hate Crimes on the Installation/Ship

DoD prohibits Service member participation in hate groups and extremist organizations. In 1969, DoD issued DoD Directive 1325.6, Guidelines for Handling Dissent and Protest Activities Among Members of the Armed Forces (Department of Defense, 1996). The directive, which DoD reissued in revised form in 1996, states that military personnel must reject participation in organizations that espouse supremacist causes; attempt to create illegal discrimination based on race, creed, color, sex, religion, or national origin; advocate the use of force or violence; or otherwise engage in efforts to deprive individuals of their civil rights.

Senior DoD officials have stressed the Department's continuing commitment to eliminate extremist activity in the military. In response to reports in 1986 that military personnel participated in Ku Klux Klan activities, Secretary of Defense Casper Weinberger issued this statement: "Military personnel, duty bound to uphold the Constitution, must reject participation in [supremacist] organizations... [the] system of rank and command, the requirements of trust and cohesiveness among Service members, and the discipline essential to military units demand that Service personnel reject the goals of such groups" (Department of the Army, 2000).

In response to concerns about hate crimes involving active-duty military personnel and their families, members were asked about the extent to which racist, extremist, or hate groups were present and caused problems on installations or ships. The following sections present results for these questions for the military overall, as well as by race/ethnicity,[8] Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.[9] Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.[10] Also, where the questions were similar to those asked in the 1996 survey, trends are discussed. In this section, findings are reported for Service members who indicated *very large extent* or *large extent*, which are collapsed into a single category of "large problem."

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[8] Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

[9] For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

[10] For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

Overall and Race/Ethnicity

Overall, 3-4% of Service members indicated that racist/extremist organizations and hate crimes were a large problem on their installation/ship in 2005 (Table 6). By racial/ethnic groups, results varied one to five percentage points, with Asians more likely to indicate these issues are a large problem. Detailed results by racial/ethnic groups are as follows:

- *Racist/Extremist Organizations on an Installation/Ship.* Asians (8%) were more likely than Whites (4%), Blacks (5%), AIANs (3%), or those of Two or More Races (3%) to indicate racist/extremist organizations on their installation/ship are a large problem.[11]

- *Hate Crimes on an Installation/Ship.* Asians (8%) were more likely than Whites (3%), Blacks (4%), Hispanics (4%), AIANs (2%), or those of Two or More Races (2%) to indicate hate crimes are a large problem on their installation/ship. Hispanics (4%) were also more likely than those of Two or More Races (2%) to indicate hate crimes are a large problem.

Table 6.
Percent of Service Members Who Indicated Racist/Extremist Organizations and Hate Crimes Are a Large Problem on an Installation/Ship, by Race/Ethnicity and Year

At your installation/ship, to what extent…	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/More[b]
Are racist/extremist organizations a problem?	2005	4	4	5	5	3	8	5	3
	1996	3	2	6	4	8	2		--
Are hate crimes a problem?	2005	3	3	4	4	2	8	5	2
	1996	5	4	7	6	7	6		--
Margins of Error			*±1*	*±1*	*±1-2*	*±1-2*	*±3-9*	*±3*	*±6*	*±3-6*

Note. WEOA2005 Question 82; *EOS1996* Question 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem."
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Survey Year

As shown in Table 6, between 1996 and 2005 there was no change among Service members overall in the perception that *racist/extremist organizations* are a large problem on their

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[11] Note that the percentage of Asians (8%) is not statistically higher than Hispanics or NHPIs (both 5%) due to higher margins of error (±2 for Hispanics and ±6 for NHPIs). Similar situations occur elsewhere in this section where statistical significance is a function of margin of error, as well as magnitude of the percentage.

installation/ship. Among Whites, the percentage who indicated that *racist/extremist organizations* are a large problem was higher in 2005 than 1996 (4% vs. 2%).

The percentage of Service members overall who indicated that *hate crimes* are a large problem on their installation/ship was lower in 2005 than 1996 (3% vs. 5%). Similarly among Blacks, the percentage who indicated that *hate crimes* are a large problem was lower in 2005 (4% vs. 7%).

Service and Race/Ethnicity

There were no differences found overall by Service in the perception that *racist/extremist organizations* and *hate crimes* were a large problem in 2005 (Table 7). Within racial/ethnic groups, there were no differences found by Service in perceptions that *racist/extremist organizations* are a large problem on an installation/ship. However, Asians in the Marine Corps (3%) were less likely than Asians in the other Services to indicate *hate crimes* are a large problem on an installation/ship.

Table 7.
Percent of Service Members Who Indicated Racist/Extremist Organizations and Hate Crimes Are a Large Problem on an Installation/Ship, by Race/Ethnicity and Service

At your installation/ship, to what extent…	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Are racist/extremist organizations a problem?	Army	5	5	5	5	2	6	7	4
	Navy	4	3	4	6	1	11	NR	2
	USMC	4	3	4	5	4	6	NR	1
	USAF	4	4	5	5	7	4	NR	2
Are hate crimes a problem?	Army	4	4	4	3	1	6	6	4
	Navy	4	3	3	5	1	11	NR	1
	USMC	3	3	4	5	2	3	NR	0
	USAF	3	3	3	4	NR	6	NR	0
Margins of Error			±1-2	±1-2	±2-3	±2-3	±3-15	±3-12	±11	±1-8

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity

Overall, senior officers were less likely than Service members in the other paygrades to indicate that *racist/extremist organizations* are a large problem (3%) and less likely to indicate that *hate crimes* are a large problem (2%) (Table 8). Detailed results by paygrade and racial/ethnic groups are as follows:

- *Racist/Extremist Organizations on an Installation/Ship.* Hispanic junior officers and Asian senior officers (both 3%) were less likely than members in the other paygrades within their respective racial/ethnic groups to indicate racist/extremist organizations or activities are a large problem.

- *Hate Crimes on an Installation/Ship.* White and Asian senior officers (both 2%) and Asian junior officers (4%) were less likely than members in the other paygrades within their respective racial/ethnic groups to indicate hate crimes are a large problem.

Table 8.
Percent of Service Members Who Indicated Racist/Extremist Organizations and Hate Crimes Are a Large Problem on an Installation/Ship, by Race/Ethnicity and Paygrade

At your installation/ship, to what extent…	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Are racist/extremist organizations a problem?	E1-E4	4	4	4	6	4	9	5	4
	E5-E9	5	4	5	5	2	8	6	2
	O1-O3	4	4	4	3	4	4	NR	1
	O4-O6	3	3	3	5	2	3	NR	2
Are hate crimes a problem?	E1-E4	4	3	4	5	4	10	NR	3
	E5-E9	4	3	4	4	1	7	6	1
	O1-O3	3	3	3	2	2	4	NR	1
	O4-O6	2	2	3	3	1	2	NR	2
Margins of Error			±1	±1-2	±2-3	±2-3	±1-7	±3-5	±10-12	±3-6

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Deployment and Race/Ethnicity

Overall, there were no differences found by deployment status in Service member perceptions of problems with *racist/extremist organizations* or *hate crimes* on their installation/ship (Table 9). However, within racial/ethnic groups, Hispanic Service members not deployed in the past 12 months (6%) were more likely than those who were deployed (3%) to indicate *racist/extremist organizations* are a large problem. There were no differences found within racial/ethnic groups by deployment status in the perception of problems with *hate crimes*.

Table 9.
Percent of Service Members Who Indicated Racist/Extremist Organizations and Hate Crimes Are a Large Problem on an Installation/Ship, by Race/Ethnicity and Deployment Status

At your installation/ship, to what extent…	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Are racist/extremist organizations a problem?	Deploy	4	3	4	3	4	6	NR	6
	Not-Dep	4	4	5	6	3	8	4	2
Are hate crimes a problem?	Deploy	3	3	4	3	2	4	NR	NR
	Not-Dep	4	3	3	5	2	8	5	1
Margins of Error		*±1*	*±1*	*±1-3*	*±2*	*±4-5*	*±3-6*	*±8*	*±2-13*

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Extremist Organizations and Hate Group Activities in the Local Community

Extremism and hate crimes perpetrated or experienced by Service members and their families are a concern for DoD, regardless of whether they occur on an installation/ship or in the local community near an installation. Concerns of Service members for their own and their families' personal safety from racist/extremist organizations and hate group activities may hurt military performance. The following sections report findings about members' perceptions of racist/extremist organizations and hate group activities in the local community overall by race/ethnicity, and also by Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups. Where questions were similar to those asked in the 1996 survey, trends are discussed. In this section, findings are reported for Service members who indicated *very large extent* or *large extent*, which are collapsed into a single category of "large problem."

Overall and Race/Ethnicity

Overall, 4% of Service members indicated that *racist/extremist organizations* and *hate groups/activities* were a large problem in 2005 in their local community (Table 10). Results by racial groups varied one to five percentage points, with Asians more likely to indicate these issues are a large problem. Detailed results by racial/ethnic groups are as follows:

- *Racist/Extremist Organizations in the Local Community Around an Installation.* Asians (6%) were more likely than Blacks (3%) or AIANs (2%) to indicate *racist/extremist organizations* are a large problem in the local community around their installation. Similarly, Whites and Hispanics (both 4%) were more likely than AIANs (2%) to indicate *racist/extremist organizations* are a large problem in the local community.

- *Hate Groups/Extremist Activities in the Local Community Around an Installation.* Asians (5%) were more likely than AIANs (2%) to indicate *hate groups/activities* are a large problem in the local community around their installation.

Table 10.
Percent of Service Members Who Indicated Racist/Extremist Organizations and Hate Groups Are a Large Problem in the Local Community, by Race/Ethnicity and Year

At your installation/ship, to what extent…	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/More[b]
Are racist/extremist organizations a problem in the local community?	2005	4	4	3	4	2	6	7	5
	1996	8	8	10	6	16	5		--
Are hate groups/activities a problem in the local community?	2005	4	3	3	4	2	5	5	5
	1996	9	9	10	9	17	7		--
Margins of Error		±1	±1	±1-2	±1-2	±2-11	±2	±6-7	±3

Note. *WEOA2005* Question 82; *EOS1996* Question 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem."
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Survey Year

As shown in Table 10, the percentage of Service members overall who indicated that *racist/extremist organizations* are a large problem in the local community was lower in 2005 than 1996 (4% vs. 8%). Among Whites, Blacks, Hispanics, and AIANs, the percentage who indicated that *racist/extremist organizations* are a large problem in the local community was lower in 2005 than 1996.

The percentage of Service members overall who indicated that *hate groups/activities* are a large problem in the local community was lower in 2005 than 1996 (4% vs. 9%). Among Whites, Blacks, Hispanics, and AIANs, the percentage who indicated that *hate groups/activities* are a large problem in the local community was lower in 2005 than 1996.

Service and Race/Ethnicity

There were no differences found overall by Service in perceptions that *racist/extremist organizations* and *hate groups/activities* were a large problem in 2005 (Table 11). Within racial/ethnic group by Service, Asians in the Marine Corps (1%) were less likely than Asians in the other Services to indicate *racist/extremist organizations* are a large problem in the local community around their installation. There were no differences found within racial/ethnic groups by Service in perceptions of *hate groups/activities* in the local community.

Table 11.

Percent of Service Members Who Indicated Racist/Extremist Organizations and Hate Groups Are a Large Problem in the Local Community, by Race/Ethnicity and Service

At your installation/ship, to what extent…	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Are racist/extremist organizations a problem in the local community?	Army	4	4	4	3	2	4	7	8
	Navy	4	3	3	5	1	8	NR	3
	USMC	3	3	2	4	2	1	NR	NR
	USAF	4	3	4	4	3	4	NR	5
Are hate groups/activities a problem in the local community?	Army	4	4	3	3	1	4	5	8
	Navy	4	3	3	6	3	7	NR	2
	USMC	3	3	2	4	2	3	NR	NR
	USAF	3	3	4	3	3	4	NR	4
Margins of Error		±1-2	±1-2	±2-3	±2-3	±2-9	±3-5	±10-11	±5-8

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity

There were no differences found overall by paygrade in perceptions that *racist/extremist organizations* and *hate groups/activities* are a large problem in the local community (Table 12). Within racial/ethnic groups, there were no differences found by paygrade in perceptions of problems with *racist/extremist organizations* in the local community. However, in regard to *hate groups/activities*, Black senior officers (2%) were less likely than Blacks in the other paygrades to indicate these activities are a large problem in the local community around their installation.[12] Among those of Two or More Races, junior officers (1%) were less likely than those in the other paygrades to indicate *hate groups/activities* are a large problem in the local community around their installation.

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[12] Note that 2% of Black junior officers also indicated these activities are a large problem in the local community around their installation. This percentage is not statistically lower than the average of the other paygrades due to a higher margin of error for junior officers (±2). Similar situations occur elsewhere in this section as a function of different margins of error for the reporting categories.

Table 12.
Percent of Service Members Who Indicated Racist/Extremist Organizations and Hate Groups Are a Large Problem in the Local Community, by Race/Ethnicity and Paygrade

At your installation/ship, to what extent…	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Are racist/extremist organizations a problem in the local community?	E1-E4	4	4	2	4	2	7	NR	5
	E5-E9	4	4	4	4	1	5	10	5
	O1-O3	3	3	3	3	7	4	NR	1
	O4-O6	3	3	2	3	1	3	NR	NR
Are hate groups/extremist activities a problem in the local community?	E1-E4	4	4	3	4	2	7	4	5
	E5-E9	3	3	4	4	2	4	6	5
	O1-O3	3	3	2	3	7	4	NR	1
	O4-O6	3	3	2	2	1	4	NR	NR
Margins of Error			*±1*	*±1-2*	*±2*	*±2-3*	*±2-13*	*±3-5*	*±10-11*	*±4-6*

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Deployment and Race/Ethnicity

There were no differences found overall or within racial/ethnic groups by deployment status in perceptions of problems with *racist/extremist organizations* or *hate groups/activities* in the local community (Table 13).

Table 13.
Percent of Service Members Who Indicated Racist/Extremist Organizations and Hate Groups Are a Large Problem in the Local Community, by Race/Ethnicity and Deployment Status

At your installation/ship, to what extent…	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Are racist/extremist organizations or activities a problem in the local community?	Deploy	3	3	3	3	3	5	NR	10
	Not-Dep	4	4	3	4	2	6	7	4
Are hate groups/extremist activities a problem in the local community?	Deploy	3	3	2	3	2	4	NR	8
	Not-Dep	4	4	4	4	2	5	4	4
Margins of Error			*±1*	*±1*	*±1-2*	*±2-3*	*±2-5*	*±3-5*	*±6-8*	*±3-12*

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Gang Activities

Gangs differ from extremist organizations and hate groups in their focus on criminal activities versus personal affronts based on race/ethnicity. Nevertheless, the existence of gangs and their interaction with Service members and their families poses a credible threat to well-being and a potential for disruption of military performance. Furthermore, membership in a gang by a Service member presents a potential conflict of allegiance. This section describes Service members' perceptions that gang activities are a large problem.

Gang activity in the military has been a concern for some time. In 1996, in one high-profile case, Marine Sgt. Jesse Quintanilla was sentenced to death for killing his executive officer and wounding his commanding officer. Quintanilla said he committed the crimes for his "brown brothers" and wore a tattoo of a southern California Latino gang. The FBI has assigned agents to monitor gang affiliations among military personnel in Illinois and Texas. Gang members might try to join the military to gain skills in weapons and tactics that they could later apply to committing violent crimes. Military recruiters are taught to spot gang tattoos and affiliated clothing, and extensive background checks weed out identified gang members (*Chicago Tribune*, "FBI Probes Military Gangs," May 3, 2006).

Service members were asked about the extent to which gang activities are a problem. The following sections present results for these questions overall by race/ethnicity, as well as by Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups. There is no trend data because this question was first asked in 2005. In this section, findings are reported for Service members who indicated *very large extent* or *large extent*, which are collapsed into a single category of "large problem."

Overall and Race/Ethnicity

Overall, 3% of Service members indicated that gang activities on an installation/ship are a large problem (Table 14). Asians (7%) were more likely than Whites (3%), Blacks (3%), Hispanics (4%), AIANs (3%), or those of Two or More Races (3%) to indicate gang activities are a large problem.

Table 14.
Percent of Service Members Who Indicated Gang Activities Are a Large Problem, by Race/ Ethnicity

At your installation/ship, to what extent…	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Are gang activities a problem?	3	3	3	4	3	7	4	3
Margins of Error	*±1*	*±1*	*±1*	*±1*	*±3*	*±3*	*±5*	*±3*

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem."

Service and Race/Ethnicity

There were no differences found overall by Service in perceptions that gang activities are a large problem on an installation/ship (Table 15). However, among Whites, Army (4%) members were more likely than Whites in the other Services to indicate gang activities are a large problem, whereas Air Force (2%) members were less likely. Asians in the Marine Corps (3%) were less likely than Asians in the other Services to indicate gang activities are a large problem.

Table 15.
Percent of Service Members Who Indicated Gang Activities Are a Large Problem, by Race/Ethnicity and Service

At your installation/ship, to what extent…	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
	Army	3	4	3	2	2	6	3	5
Are gang activities a problem?	Navy	3	3	3	5	1	10	NR	2
	USMC	3	3	2	4	2	3	NR	NR
	USAF	2	2	3	3	10	5	NR	3
Margins of Error		*±1-2*	*±1-3*	*±2-3*	*±2-3*	*±2-13*	*±3-6*	*±9*	*±5-8*

Note. *WEOA2005* Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity

Overall, junior enlisted members (4%) were more likely than members in the other paygrades to indicate gang activities on an installation/ship are a large problem, whereas senior officers (2%) were less likely (Table 16). Among Asians, senior officers (1%) and junior officers (3%) were less likely than members in the other paygrades to indicate gang activities on an installation/ship are a large problem.

Table 16.
*Percent of Service Members Who Indicated Gang Activities Are a Large Problem, by Race/
Ethnicity and Paygrade*

At your installation/ship, to what extent…	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Are gang activities a problem?	E1-E4	4	3	3	4	3	10	NR	4
	E5-E9	3	2	3	3	3	7	5	4
	O1-O3	2	2	3	2	5	3	NR	1
	O4-O6	2	2	2	2	5	1	NR	NR
Margins of Error		*±1*	*±1*	*±1-3*	*±2*	*±5-10*	*±2-6*	*±8*	*±4-6*

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Deployment and Race/Ethnicity

There were no differences found overall or within racial/ethnic groups among Service members by deployment status in their perceptions of problems with gang activities (Table 17).

Table 17.
*Percent of Service Members Who Indicated Gang Activities Are a Large Problem, by Race/
Ethnicity and Deployment Status*

At your installation/ship, to what extent…	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Are gang activities a problem?	Deploy	3	3	3	3	2	7	NR	6
	Not-Dep	3	3	3	4	3	7	4	3
Margins of Error		*±1*	*±1-2*	*±1-3*	*±2*	*±4-5*	*±3-7*	*±6*	*±3-13*

Note. WEOA2005 Question 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category "large problem." NR indicates results are not reportable due to very small numbers of respondents.

Racial/Ethnic Relations in the Work and Community Environments

In addition to questions focusing on racist/extremist organizations, hate groups, and gangs, members were asked to rate interpersonal race relations in different settings. Researchers have found that the overall "climate" of race/ethnic relations in an organization can affect the performance of personnel, both individually and in groups (Riordan, Schaffer, & Steward, 2005). Just as the presence of certain groups can disrupt military order and discipline, so can adversarial relationships among individuals. Racial/ethnic divisions within military units can lead to lower job satisfaction and organizational commitment, which can lead to lower job performance, reduced identity with unit and Service missions, and higher rates of voluntary attrition (Stewart, 2001; Antecol & Cobb-Clark, 2006). Members of an organization who share racial/ethnic characteristics may form associations, both within smaller formal structures (e.g., work units) and across larger structures (e.g., installations/ships and Services). Johnson (2001) reported that as "subtle racism" increased (i.e., covert social exclusion based on race/ethnicity not linked to overt incidents), levels of job satisfaction and organizational commitment decreased.

This section discusses Service members' perceptions of interpersonal race relations in their work group, installation/ship, Service, and local community. The following sections analyze relations overall by race/ethnicity, as well as by Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups. There are no trend data because this series of questions was first presented in 2005. In this section, findings are reported for Service members who indicated *very good* or *excellent*, which are collapsed into a single category of "excellent."

Overall and Race/Ethnicity

As shown in Table 18, the majority of Service members (53-79%) indicated race relations in their work and community environments are excellent. Percentages by racial/ethnic groups varied greatly, with Whites generally more positive and Blacks less positive than other groups. Detailed results by racial/ethnic groups are as follows:

- *Race Relations in the Work Group.* Whites (84%) were more likely than Blacks (68%), Hispanics (74%), Asians, NHPIs, or those of Two or More Races (all 72%) to indicate race relations are excellent in their work group. Hispanics and AIANs (78%) were also more likely than Blacks to indicate race relations are excellent.

- *Race Relations at the Installation/Ship.* Whites (79%) were more likely than Blacks (59%), Hispanics (69%), AIANs (71%), Asians (69%), or those of Two or More Races (64%) to indicate race relations are excellent at their installation/ship. Hispanics, AIANs, Asians, and NHPIs (71%) were also more likely than Blacks to indicate race relations are excellent.

- *Race Relations in the Service.* Whites (74%) were more likely than Blacks (50%), Hispanics (63%), AIANs (66%), Asians (65%), or those of Two or More Races (57%) to indicate race relations are excellent in their Service. Compared to Blacks,

Hispanics, AIANs, Asians, NHPIs (64%), and those of Two or More Races were more likely to indicate race relations are excellent. Asians were also more likely than those of Two or More Races to indicate race relations are excellent.

- *Race Relations in the Local Community.* Whites (56%) were more likely than Blacks (42%) or those of Two or More Races (43%) to indicate race relations are excellent in the local community around their installation. Hispanics (53%), AIANs (56%), and Asians (56%) were also more likely than Blacks and those of Two or More Races to indicate race relations are excellent.

Table 18.
Percent of Service Members Who Rated Race Relations in Their Work and Community Environments Excellent, by Race/Ethnicity

How would you rate race relations…	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group?	79	84	68	74	78	72	72	72
At your installation/ship?	74	79	59	69	71	69	71	64
In your Service?	68	74	50	63	66	65	64	57
In the local community?	53	56	42	53	56	56	52	43
Margins of Error	*±1*	*±1-2*	*±2-3*	*±3*	*±6-7*	*±4*	*±9-10*	*±5-6*

Note. WEOA2005 Question 86. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories excellent and very good are combined into the single category "excellent."

Service and Race/Ethnicity

Overall, Service members in the Marine Corps (83%) and Air Force (85%) were more likely than members in the other Services to indicate race relations are excellent in their work group, whereas Army (74%) members were less likely (Table 19). Similarly, Service members in the Marine Corps (79%) and Air Force (81%) were more likely than members in the other Services to indicate race relations are excellent at their installation/ship, whereas Army (67%) members were less likely. Service members in the Marine Corps (73%) and Air Force (79%) were more likely than members in the other Services to indicate race relations are excellent in their Service, whereas Army (61%) and Navy (63%) members were less likely. Service members in the Air Force (58%) were more likely than members in the other Services to indicate race relations are excellent in local community, whereas Army (49%) members were less likely.

Table 19.
Percent of Service Members Who Rated Race Relations in Their Work and Community Environments Excellent, by Race/Ethnicity and Service

How would you rate race relations…	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group	Army	74	78	64	69	80	72	65	69
	Navy	78	83	67	74	81	70	NR	73
	USMC	83	86	78	79	76	72	NR	NR
	USAF	85	89	70	80	72	75	85	79
At your installation/ship	Army	67	73	56	64	72	63	62	55
	Navy	72	78	59	69	74	69	NR	65
	USMC	79	82	70	75	73	70	NR	NR
	USAF	81	87	62	76	65	73	85	77
In your Service	Army	61	66	49	59	66	59	56	47
	Navy	63	69	45	58	68	64	NR	58
	USMC	73	78	59	70	69	66	NR	NR
	USAF	79	85	55	73	63	71	79	73
In the local community	Army	49	53	41	48	59	53	41	37
	Navy	51	54	40	52	56	58	NR	44
	USMC	55	55	52	58	60	57	NR	28
	USAF	58	61	44	58	47	55	74	53
Margins of Error			±1-4	±2-5	±4-6	±4-6	±10-15	±6-11	±14-17	±7-18

Note. WEOA2005 Question 86. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories excellent and very good are combined into the single category "excellent." NR indicates results are not reportable due to very small numbers of respondents.

Detailed results by Service and racial/ethnic groups are as follows:

- *Race Relations in the Work Group.* Among Whites, Air Force (89%) members were more likely than Whites in the other Services to indicate race relations are excellent in their work group, whereas Army (78%) members were less likely. Among Blacks, Marine Corps (78%) members were more likely than Blacks in the other Services to indicate race relations are excellent, whereas Army (64%) members were less likely. Among Hispanics, Air Force (80%) members were more likely than Hispanics in the other Services to indicate race relations are excellent, whereas Army (69%) members were less likely.

- *Race Relations at the Installation/Ship.* Among Whites, Air Force (87%) members were more likely than Whites in the other Services to indicate race relations are excellent at their installation/ship, whereas Army (73%) members were less likely. Among Blacks, Marine Corps (70%) members were more likely than Blacks in the other Services to indicate race relations are excellent. Among Hispanics, Air Force

(76%) members were more likely than Hispanics in the other Services to indicate race relations are excellent, whereas Army (64%) members were less likely. Among those of Two or More Races, Air Force (77%) members were more likely than members in the other Services to indicate race relations are excellent.

- **Race Relations in the Service.** Among Whites, Air Force (85%) members were more likely than Whites in the other Services to indicate race relations are excellent in their Service, whereas Army (66%) and Navy (69%) members were less likely. Among Blacks, Marine Corps (59%) and Air Force (55%) members were more likely than Blacks in the other Services to indicate race relations are excellent, whereas Navy (45%) members were less likely. Hispanics in the Marine Corps (70%) and Air Force (73%) were more likely than Hispanics in the other Services to indicate race relations are excellent. Among those of Two or More Races, Air Force (73%) members were more likely than members in the other Services to indicate race relations are excellent.

- **Race Relations in the Local Community.** Among Whites, Air Force (61%) members were more likely than Whites in the other Services to indicate race relations are excellent in the local community around their installation, whereas Army (53%) members were less likely. Among Blacks, Marine Corps (52%) members were more likely than Blacks in the other Services to indicate race relations are excellent. Among NHPIs, Air Force (74%) members were more likely than NHPIs in the other Services to indicate race relations are excellent. Among those of Two or More Races, Air Force (53%) members were more likely to indicate race relations are excellent than members in the other Services.

Paygrade and Race/Ethnicity

Overall, junior officers (60-90%) and senior officers (61-93%) were more likely than Service members in the other paygrades to indicate race relations in their work and community environments are excellent, whereas junior enlisted members (50-73%) were less likely (Table 20). Detailed results by paygrade and racial/ethnic groups are as follows:

- **Race Relations in the Work Group.** Among Whites, junior officers (94%) and senior officers (95%) were more likely than Whites in the other paygrades to indicate race relations are excellent in their work group, whereas junior enlisted members (77%) were less likely. Among Blacks, senior officers (75%) were more likely than Blacks in the other paygrades to indicate race relations are excellent, whereas junior enlisted members (63%) were less likely. Among Hispanics, junior officers (86%) and senior officers (89%) were more likely than Hispanics in the other paygrades to indicate race relations are excellent, whereas junior enlisted members (69%) were less likely. Asian junior officers (81%) and senior officers (87%) were more likely than Asians in the other paygrades to indicate race relations are excellent in their work group. Similarly among those of Two or More Races, junior officers (92%) and senior officers (90%) were more likely than those in the other paygrades to indicate race relations are excellent in their work group.

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- *Race Relations at the Installation/Ship.* Among Whites, junior officers (91%) and senior officers (93%) were more likely than Whites in the other paygrades to indicate race relations are excellent at their installation/ship, whereas junior enlisted members (73%) were less likely. Among Blacks, senior officers (69%) were more likely than Blacks in the other paygrades to indicate race relations are excellent. Among Hispanics, junior officers (84%) and senior officers (87%) were more likely than Hispanics in the other paygrades to indicate race relations are excellent, whereas junior enlisted members (65%) were less likely. Among Asians, junior officers (76%) and senior officers (84%) were more likely than Asians in the other paygrades to indicate race relations are excellent at their installation/ship. Similarly, junior officers (88%) and senior officers (85%) among those of Two or More Races were more likely than those in the other paygrades to indicate race relations are excellent at their installation/ship.

- *Race Relations in the Service.* Among Whites, junior officers (84%) and senior officers (88%) were more likely than Whites in the other paygrades to indicate race relations are excellent in their Service, whereas junior enlisted (69%) and senior enlisted (72%) members were less likely. Among Hispanics, junior officers (76%) and senior officers (78%) were more likely than Hispanics in the other paygrades to indicate race relations are excellent. Among Asians, senior officers (79%) were more likely than Asians in the other paygrades to indicate race relations are excellent in their Service. Among those of Two or More Races, junior officers (83%) and senior officers (78%) were more likely than those in the other paygrades to indicate race relations are excellent in their Service.

- *Race Relations in the Local Community.* Among Whites, junior officers and senior officers (both 62%) were more likely than Whites in the other paygrades to indicate race relations are excellent in their local community, whereas junior enlisted members (52%) were less likely. Among Hispanics, junior officers (61%) and senior officers (62%) were more likely than Hispanics in the other paygrades to indicate race relations are excellent. Among those of Two or More Races, junior officers (63%) were more likely than those in the other paygrades to indicate race relations are excellent in the local community.

Table 20.
Percent of Service Members Who Rated Race Relations in Their Work and Community Environment Excellent, by Race/Ethnicity and Paygrade

How would you rate race relations…	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
In your work group?	E1-E4	73	77	63	69	75	68	73	68
	E5-E9	79	84	69	77	80	71	69	72
	O1-O3	90	94	69	86	85	81	NR	92
	O4-O6	93	95	75	89	81	87	NR	90
At your installation/ship?	E1-E4	68	73	56	65	65	65	72	59
	E5-E9	73	79	60	71	74	68	68	63
	O1-O3	87	91	60	84	79	76	NR	88
	O4-O6	90	93	69	87	82	84	NR	85
In your Service?	E1-E4	64	69	51	61	60	61	66	54
	E5-E9	65	72	50	63	71	64	60	54
	O1-O3	80	84	47	76	72	71	NR	83
	O4-O6	84	88	52	78	76	79	NR	78
In the local community?	E1-E4	50	52	41	51	53	53	NR	41
	E5-E9	53	57	42	53	58	57	50	41
	O1-O3	60	62	40	61	55	59	NR	63
	O4-O6	61	62	46	62	54	63	NR	48
Margins of Error			±1-2	±1-3	±3-5	±3-5	±9-16	±5-7	±13-16	±5-13

Note. WEOA2005 Question 86. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories excellent and very good are combined into the single category "excellent." NR indicates results are not reportable due to very small numbers of respondents.

Deployment and Race/Ethnicity

As shown in Table 21, Service members who had not been deployed in the past 12 months (54-80%) were more likely than Service members who had been deployed (50-76%) to indicate race relations in their work and community environments are excellent. Detailed results by deployment status and racial/ethnic groups are as follows:

- *Race Relations in the Work Group.* Among Blacks, Service members who had not been deployed in the past 12 months (69%) were more likely than Blacks who had been deployed (62%) to indicate race relations are excellent in their work group.

- *Race Relations on the Installation/Ship.* Among Whites, Service members who had not been deployed in the past 12 months (80%) were more likely than Whites who had been deployed (76%) to indicate race relations are excellent at their installation/ ship. Among Blacks, Service members who had not been deployed in the past 12

months (61%) were more likely than Blacks who had been deployed (53%) to indicate race relations are excellent at their installation/ship.

- *Race Relations in the Service.* Within racial/ethnic groups, there were no differences found by deployment status in how members rated race relations in their Service.

- *Race Relations in the Local Community.* Within racial/ethnic groups, there were no differences found by deployment status in how Service members rated race relations in the local community.

Table 21.
Percent of Service Members Who Rated Race Relations in Their Work and Community Environment Excellent, by Race/Ethnicity and Deployment Status

How would you rate race relations…	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group?	Deploy	76	82	62	69	69	71	NR	65
	Not-Dep	80	84	69	76	82	72	74	74
At your installation/ship?	Deploy	69	76	53	63	59	65	NR	51
	Not-Dep	75	80	61	71	76	70	73	67
In your Service?	Deploy	64	71	46	61	53	58	NR	46
	Not-Dep	69	75	51	64	71	66	65	60
In the local community?	Deploy	50	54	39	48	47	51	NR	34
	Not-Dep	54	57	43	54	59	57	49	45
Margins of Error		±1-3	±1-3	±3-5	±3-6	±6-13	±4-9	±11-12	±6-15

Note. WEOA2005 Question 86. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories excellent and very good are combined into the single category "excellent." NR indicates results are not reportable due to very small numbers of respondents.

Chapter 3: Personal Experiences Related to Race/Ethnicity

This chapter addresses Service members' responses to questions about the frequency of their personal experiences of behaviors that might constitute racial/ethnic discrimination or harassment. Racial/ethnic discrimination and harassment are a major concern within the military environment because such experiences can negatively affect Service members' job satisfaction and organizational commitment (Stewart, 2001; Antecol & Cobb-Clark, 2006).

Service members were asked about experiences of racial/ethnic discrimination or harassment in three broad areas:

1. *Member Experiences of Harassment/Discrimination in the DoD Community*,

2. *Member Experiences of Harassment/Discrimination in the Civilian Community*, and

3. *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination.*

Fair treatment and equal opportunity have long been hallmarks of American public policy. The military has a unique advantage in some respects in promoting and enforcing equal opportunity (EO) objectives. The military can establish standards of conduct, provide extensive training, and enforce adherence. DoD provides the tools to commanders to evaluate conduct against standards, take action against individuals when necessary, and modify training as conditions change. Surveys provide one method for evaluating the extent and success of EO programs within the DoD community.

Although the Services can implement policies and programs to eliminate racial/ethnic harassment and discrimination by other DoD personnel, civilian authorities, not DoD, are responsible for the population in the communities near where Service members are located, either at their permanent station or during deployments. Commanders may declare individual businesses or other organizations to be "off limits" to military members, but DoD must rely on cooperation with local officials, law enforcement agencies, and the good conduct of the civilians with whom Service members interact. State and local laws and regulations may be sufficient to prevent overt acts of racial/ethnic harassment and discrimination, but they may not preclude more subtle, but unmistakably offensive, behavior. The fact that Service members and their families move frequently may also have the unintended effect of contributing to an attitude that they are not members of the community who deserve equal respect as longtime residents.

Service members might regard incidents of racial/ethnic harassment or discrimination against their family members as more serious than incidents solely against themselves, if only because some family members (e.g., children) might be less prepared to cope with such incidents. Incidents involving family members might occur while the Service member is on duty and unable to deal with the situation directly. Especially if a Service member is deployed, there may be little the member can do in response to an incident that family members describe to them.

Service members might experience increased personal stress as a result of incidents involving family members, potentially affecting their morale and work performance. Family

support to stay in the military is one of the leading indicators that affect a Service member's satisfaction with, and decision to remain in, the military (Segal & Harris, 1993; Rosen & Durand, 1995). Offensive behavior against family members due to racial/ethnic harassment and discrimination might lessen that support. Because of possible effects on readiness, as well as for reasons of fairness, DoD officials have an interest in preventing or responding effectively to any instances of racial/ethnic harassment and discrimination against Service members' families.

Measurement Approach

Incident rates are the distinguishing feature of this survey. Going beyond perceived climate, incident rates reflect whether active-duty members indicated they or their families experienced race/ethnicity-related insensitivity, harassment, threats, or actual harm or discrimination. Service members had an opportunity to indicate if they or their families experienced one or more of 57 racial/ethnic-related behaviors (survey items) in the 12 months before taking the survey. If they indicated they or their families had experienced one or more of the 57 behaviors, Service members were asked whether they considered at least one of those behaviors to have been racial/ethnic harassment or discrimination.

Measuring Specific Incident Rates

There are two types of incident rates, based on the 57 behaviors, reported in this chapter: three overall experience rates (*Member Experiences of Harassment/Discrimination in the DoD Community*; *Member Experiences of Harassment/Discrimination in the Civilian Community*; and *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination*) and contributing factor rates that comprise the overall rates. These incident rates are used to assess whether Service members or their families experienced racial/ethnic harassment and discrimination by DoD personnel and/or civilians in the local area.

To be included in any rate, two conditions were required. First, Service members had to indicate they experienced *at least one* of the racial/ethnic-related behaviors comprising the rate.[13] Second, members had to indicate they considered at least one behavior they or their families experienced in the list of 57 behaviors to be racial/ethnic harassment or discrimination.

Categorization of Incident Rates

The categorization of the three overall experience rates and their contributing factor rates is illustrated in Figure 4. The number of survey items used in calculating each factor is shown in the figure.

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[13] A Service member is included in a contributing factor rate if he or she endorsed one survey item, more than one survey item, or all survey items included in that contributing factor. That is, a member is counted in a contributing factor rate only once regardless of the number of items he or she endorsed. Note also that a respondent is only counted once in an overall experience rate even though he or she might be counted in more than one contributing factor rate comprising that overall experience rate.

Figure 4.
Racial/Ethnic-Related Behavior Incident Rates
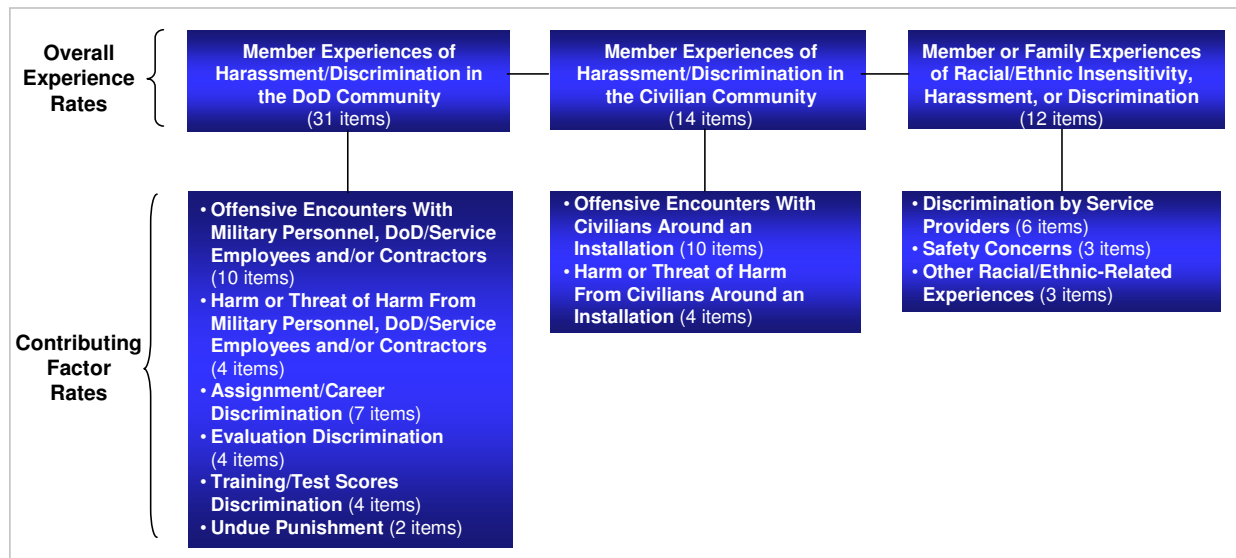
Overall Experience Rates

Member Experiences of Harassment/Discrimination in the DoD Community is reported as an overall experience rate and six contributing factor rates. The overall rate is a composite of the six contributing factor rates and provides an index of the degree to which Service members personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member, a DoD or Service civilian employee and/or contractor. The six contributing factors measure experiences during the prior 12 months, such as racially/ethnically insensitive or harassing behavior from other DoD personnel; experiences of threat or assault from other DoD personnel based on the Service members' race/ethnicity; and perceived impacts on Service members' career progression, performance evaluations, training opportunities, and application of punishment based on race/ethnicity.

Member Experiences of Harassment/Discrimination in the Civilian Community is reported as an overall experience rate and two contributing factor rates. The overall rate is a composite of the two contributing factor rates and provides an index of the degree to which Service members personally experienced insensitivity, threats, actual harm, or discrimination related to their race/ethnicity from civilians in the community. The two contributing factors measure experiences during the prior 12 months, such as insensitive or harassing behavior from civilians in the local community, and experiences of threat or assault from civilians in the local community.

Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination describes Service members' and their families' experiences within the DoD and/or local community and is reported as an overall experience rate and three contributing factor rates. The overall rate is a composite of the three contributing factor rates and provides an index of the degree to which Service members or their families became afraid or experienced

insensitivity, harassment, or discrimination based on their race/ethnicity. The three contributing factors measure experiences during the prior 12 months, such as negative treatment by local businesses, police, or other support services based on Service members' or their families' race/ethnicity; fear of gang activity on or off the military installation; and any other forms of insensitivity, harassment, or discrimination.

Presentation of Results

In the following sections, the three overall experience rates (*Member Experiences of Harassment/Discrimination in the DoD Community*; *Member Experiences of Harassment/ Discrimination in the Civilian Community*; and *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination)* are discussed. The contributing factor rates are presented first, along with a description of the items that comprise each of those rates, followed by the overall experience rate. Each section presents findings for the military overall, as well as by race/ethnicity, Service, paygrade, and deployment status. Details of each type of analysis include:[14]

- Race/ethnicity. Racial/ethnic groups analyzed include Hispanic, as well as any self-reported members of the following groups who did not also indicate being Spanish/ Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

- Service and paygrade. Analyses by Service and paygrade were made by comparing results for each group against the average of all other groups. For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

- Deployment status. Analyses by deployment status were made by comparing those deployed in the year before the survey with those who were not deployed.

The next section of this chapter analyzes experiences of racial/ethnic behaviors in combinations of the three overall experience rates. The final section in this chapter presents a comparison of 2005 findings to the 1996 findings.

Member Experiences of Harassment/Discrimination in the DoD Community

This section presents the rates for member experiences within the DoD community (see the highlighted portion of Figure 5). The 31 survey items that comprise these rates are shown in the following sections, along with the discussion of findings for each contributing factor rate. For each of the six contributing factors, rates are presented for the military overall, as well as by race/ethnicity, Service, paygrade, and deployment status. Following the discussion of findings for each contributing factor rate is the presentation of the 2005 overall *Member Experiences of*

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[14] See Chapter 1 for additional discussion of the measurement approach, such as definitions of the reporting categories and analytical procedures.

Harassment/Discrimination in the DoD Community rate. This overall experience rate is a composite of the six contributing factors and reflects how much Service members personally experienced racial/ethnic insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian during the prior 12 months.

Figure 5.
Member Experiences of Harassment/Discrimination in the DoD Community and Its Contributing Factors
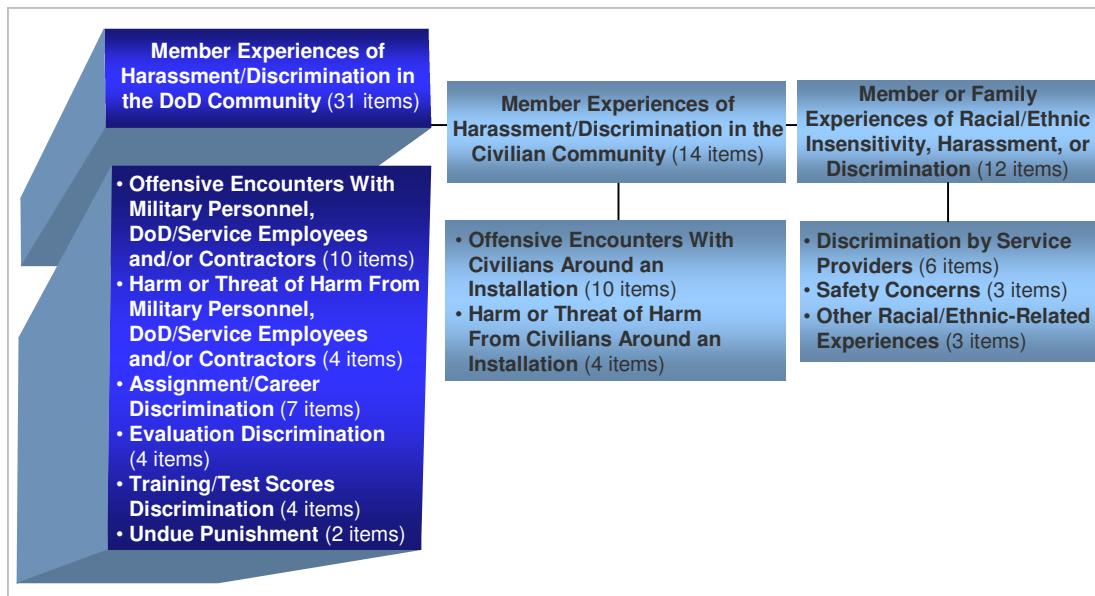
Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors

The incident rate for members' experiences of *Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors* was assessed by the 10 items in the survey shown in Figure 6.[15] Each item described a situation in which members stated that DoD personnel engaged in racially/ethnically insensitive or harassing behavior that caused the Service member discomfort or was insulting.

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[15] To be included in the *Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors* rate, Service members had to indicate they experienced *at least one* of the ten racial/ethnic behaviors that comprise this contributing factor *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Figure 6.
Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors Survey Items

How frequently in the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/Service civilian employees and/or contractors:
- Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
- Told stories or jokes which were racist or depicted your race/ethnicity negatively?
- Were condescending to you because of your race/ethnicity?
- Put up or distributed materials which were racist or showed your race/ethnicity negatively?
- Displayed tattoos or wore distinctive clothes which were racist?
- Did not include you in social activities because of your race/ethnicity?
- Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
- Made offensive remarks about your appearance because of your race/ethnicity?
- Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?
- Made other offensive remarks about your race/ethnicity?

Overall by Race/Ethnicity. Ten percent of Service members overall in 2005 indicated experiencing offensive encounters with military personnel, DoD/Service employees and/or contractors (Table 22). Blacks (16%), Hispanics (14%), Asians (15%), NHPIs (15%), and those of Two or More Races (16%) were more likely than Whites (6%) to indicate experiencing such encounters. Blacks, Hispanics, Asians, and those of Two or More Races were also more likely than AIANs (9%) to indicate experiencing encounters with military personnel, DoD/Service employees and/or contractors.

Table 22.

Percent of Service Members Who Indicated They Experienced Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors	10	6	16	14	9	15	15	16
Army	12	8	15	16	11	18	20	21
Navy	11	7	19	14	8	16	NR	14
Marine Corps	7	4	13	9	10	12	NR	NR
Air Force	7	4	17	13	7	9	NR	11
E1-E4	10	6	17	14	12	12	12	15
E5-E9	11	7	16	14	8	18	19	18
O1-O3	6	4	22	12	9	12	NR	8
O4-O6	5	3	18	9	3	12	NR	15
Deployed	10	6	16	15	8	18	16	22
Not Deployed	10	6	17	14	10	14	15	14
Margins of Error	*±1-2*	*±1-2*	*±2-5*	*±2-5*	*±4-11*	*±3-7*	*±8-15*	*±5-14*

Note. WEOA2005 Questions 45 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Service members in the Army (12%) were more likely than members in the other Services to indicate experiencing offensive encounters with military personnel, DoD/Service employees and/or contractors, whereas Marine Corps and Air Force (both 7%) members were less likely (Table 22). Among Whites, similar results were found, with Army (8%) members more likely than Whites in the other Services to indicate experiencing these types of offensive encounters, whereas Marine Corps and Air Force (both 4%) members were less likely. Hispanics in the Marine Corps (9%) were less likely than Hispanics in the other Services to indicate experiencing offensive encounters with military personnel, DoD/Service employees and/or contractors. Asians in the Air Force (9%) were less likely than Asians in the other Services to indicate experiencing such encounters.

Paygrade and Race/Ethnicity. Overall, senior enlisted members (11%) were more likely than members in the other paygrades to indicate experiencing offensive encounters with military personnel, DoD/Service employees and/or contractors, whereas junior officers (6%) and senior officers (5%) were less likely (Table 22). Among Whites, similar results were found, with senior enlisted members (7%) more likely than Whites in the other paygrades to indicate experiencing these types of offensive encounters, whereas junior officers (4%) and senior officers (3%) were less likely. Among Blacks, junior officers (22%) were more likely than Blacks in the other paygrades to indicate experiencing offensive encounters with military personnel, DoD/Service employees and/or contractors. Among Hispanics and AIANs, senior officers (9% and 3%,

respectively) were less likely than members within their respective racial/ethnic group in the other paygrades to indicate experiencing offensive encounters with military personnel, DoD/Service employees and/or contractors. Among those of Two or More Races, junior officers (8%) were less likely than members in the other paygrades to indicate experiencing such encounters.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of offensive encounters with military personnel, DoD/Service employees and/or contractors (Table 22).

Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors

The four items shown in Figure 7 were used to assess whether members experienced instances of threats, vandalism, and assault that were related to their race/ethnicity and were caused by military personnel, DoD/Service employees and/or contractors.[16]

Figure 7.
Harm or Threat of Harm from Military Personnel, DoD/Service Employees and/or Contractors Survey Items

> How frequently in the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/Service civilian employees and/or contractors:
> - Vandalized your property because of your race/ethnicity?
> - Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
> - Physically threatened or intimidated you because of your race/ethnicity?
> - Assaulted you physically because of your race/ethnicity?

Overall by Race/Ethnicity. Two percent of Service members overall in 2005 indicated experiencing instances of threats, vandalism, and assault that were related to their race/ethnicity by military personnel, DoD/Service employees and/or contractors (Table 23). Blacks (4%), Hispanics (4%), Asians (5%), and those of Two or More Races (4%) were more likely than Whites (1%) to indicate experiencing such encounters.

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[16] To be included in the *Harm or Threat of Harm from Military Personnel, DoD/Service Employees and/or Contractors* rate, Service members had to indicate they experienced at least one of the four racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 23.

Percent of Service Members Who Indicated They Experienced Harm or Threat of Harm from Military Personnel, DoD/Service Employees and/or Contractors, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors	2	1	4	4	3	5	4	4
Army	3	2	4	3	3	9	6	6
Navy	3	2	5	5	2	5	<1	5
Marine Corps	2	1	3	3	4	2	NR	<1
Air Force	1	1	2	2	NR	2	1	2
E1-E4	3	2	4	5	5	5	4	7
E5-E9	2	1	3	3	1	6	5	2
O1-O3	1	<1	4	2	1	2	NR	2
O4-O6	1	1	2	<1	1	1	NR	NR
Deployed	3	2	4	3	4	4	2	5
Not Deployed	2	1	4	4	3	5	5	4
Margins of Error	*±1*	*±1*	*±1-3*	*±1-3*	*±3-9*	*±2-7*	*±3-9*	*±2-10*

Note. WEOA2005 Questions 45 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Service members in the Army and Navy (both 3%) were more likely than members in the other Services to indicate experiencing instances of threats, vandalism, and assault that were related to their race/ethnicity by military personnel, DoD/Service employees and/or contractors, whereas Marine Corps (2%) and Air Force (1%) members were less likely (Table 23). Among Blacks, Air Force (2%) members were less likely than Blacks in the other Services to indicate experiencing threatening or harmful behaviors. Asians in the Marine Corps and Air Force (both 2%) were less likely than Asians in the other Services to indicate experiencing such behaviors.

Paygrade and Race/Ethnicity. Overall, junior enlisted members (3%) were more likely than members in the other paygrades to indicate experiencing instances of threats, vandalism, and assault that were related to their race/ethnicity by military personnel, DoD/Service employees and/or contractors, whereas junior officers and senior officers (both 1%) were less likely (Table 23). Among Whites, similar results were found, with junior enlisted members (2%) more likely than members in the other paygrades to indicate experiencing threatening or harmful behaviors, whereas junior officers (less than 1%) and senior officers (1%) were less likely. Among Blacks, senior officers (2%) were less likely than members in the other paygrades to indicate experiencing threats, vandalism, and assault that were related to their race/ethnicity by military personnel, DoD/Service employees and/or contractors. Among Hispanics, junior enlisted members (5%) were more likely than members in the other paygrades to indicate

experiencing threatening or harmful behaviors, whereas junior officers (2%) and senior officers (less than 1%) were less likely. Among Asians, senior officers (1%) were less likely than members in the other paygrades to indicate experiencing such behaviors.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of threats, vandalism, and assault that were related to their race/ethnicity by military personnel, DoD/Service employees and/or contractors (Table 23).

Assignment/Career Discrimination

The seven survey items included in the *Assignment/Career Discrimination* rate reflect Service members' perceptions that an aspect of their current assignment or career progression was hampered because of their race/ethnicity (Figure 8).[17]

Figure 8.
Assignment/Career Discrimination Survey Items

During the past 12 months, did any of the following happen to you?
- Your current assignment has not made use of your job skills?
- Your current assignment is not good for your career if you continue in the military?
- You did not receive day-to-day, short-term tasks that would help you prepare for advancement?
- You did not have a professional relationship with someone who advised (mentored) you on career development or advancement?
- You did not learn until it was too late of opportunities that would help your career?
- You were unable to get straight answers about your promotion possibilities?
- You were excluded by your peers from social activities?

Overall by Race/Ethnicity. Three percent of Service members overall in 2005 indicated experiencing poorer assignments or career progression opportunities because of their race/ethnicity (Table 24). Blacks (5%), Hispanics (3%), Asians (4%), and those of Two or More Races (6%) were more likely than Whites (2%) to indicate experiencing obstacles to their career progression as a result of their race/ethnicity. The rate of racial/ethnic assignment and career progression discrimination for Blacks was higher than that for Hispanics.[18]

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[17] To be included in the *Assignment/Career Discrimination* rate, Service members had to indicate they experienced at least one of the seven racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

[18] Note that the percentage of those of Two or More Races (6%) is not statistically higher than Hispanics due to a high margin of error (±4). Similar situations occur elsewhere in this section where statistical difference is a function of margin of error, as well as magnitude of the percentage.

Table 24.

Percent of Service Members Who Indicated They Believed Their Current Assignment or Career Progression Was Hampered Because of Their Race/Ethnicity, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Assignment/Career Discrimination	3	2	5	3	3	4	4	6
Army	3	2	5	4	3	5	7	7
Navy	3	1	6	4	3	4	NR	6
Marine Corps	2	1	3	2	2	1	NR	1
Air Force	2	1	6	3	1	2	1	5
E1-E4	3	2	5	4	4	2	3	6
E5-E9	3	2	5	3	1	5	5	7
O1-O3	2	1	9	3	2	4	NR	2
O4-O6	2	1	9	4	2	6	NR	8
Deployed	3	1	6	2	1	4	6	10
Not Deployed	3	2	5	4	3	4	3	5
Margins of Error	*±1*	*±1-2*	*±1-3*	*±1-3*	*±2-8*	*±2-5*	*±4-13*	*±2-12*

Note. WEOA2005 Questions 47 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

   Service and Race/Ethnicity. Overall, there were no differences found by Service in experiences of racial/ethnic discrimination in assignments and/or career progression opportunities (Table 24). Among Blacks, Hispanics, Asians, and those of Two or More Races, Marine Corps members were less likely than members in the other Services to indicate experiencing such discriminatory behaviors.
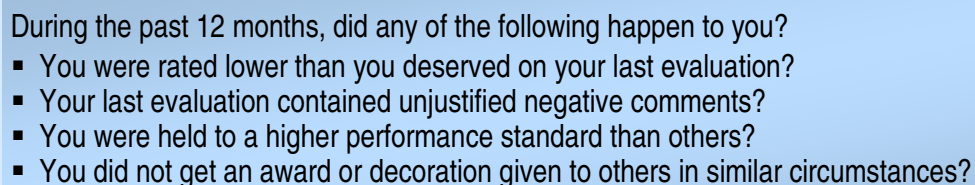
   Paygrade and Race/Ethnicity. Overall, there were no differences found by paygrade in experiences of racial/ethnic discrimination in assignments and/or career progression opportunities (Table 24). Among Blacks, junior officers and senior officers (both 9%) were more likely than Blacks in the other paygrades to indicate experiencing obstacles to their career progression as a result of their race/ethnicity.

   Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of racial/ethnic discrimination in assignment and/or career progression opportunities (Table 24).

Evaluation Discrimination

The four survey items shown in Figure 9 were used to assess the belief that race/ethnicity was a factor in others' judgments about a member's performance (e.g., evaluations or awards).[19]

Figure 9.
Evaluation Discrimination Survey Items

During the past 12 months, did any of the following happen to you?
- You were rated lower than you deserved on your last evaluation?
- Your last evaluation contained unjustified negative comments?
- You were held to a higher performance standard than others?
- You did not get an award or decoration given to others in similar circumstances?

Overall by Race/Ethnicity. Three percent of Service members overall in 2005 indicated experiencing racial/ethnic discriminatory evaluations in the 12 months before taking the survey (Table 25). Blacks (6%), Hispanics (3%), and Asians (4%) were more likely than Whites (2%) to indicate experiencing evaluations where they believed that their race/ethnicity negatively impacted their ratings. The rate of experiencing such discriminatory evaluations was higher for Blacks than for Hispanics and Asians.

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[19] To be included in the *Evaluation Discrimination* rate, Service members had to indicate they experienced at least one of the four racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 25.

Percent of Service Members Who Indicated They Believed Their Race/Ethnicity Negatively Influenced Their Evaluation, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Evaluation Discrimination	3	2	6	3	2	4	5	4
Army	4	2	7	4	3	6	8	6
Navy	3	1	6	5	1	4	1	4
Marine Corps	2	1	5	2	1	2	NR	1
Air Force	2	1	5	3	1	1	1	1
E1-E4	3	2	6	3	3	3	4	5
E5-E9	3	2	6	3	1	5	7	3
O1-O3	2	1	9	4	NR	3	NR	3
O4-O6	2	1	9	3	1	6	NR	7
Deployed	3	2	7	2	2	4	NR	7
Not Deployed	3	1	6	4	2	4	5	3
Margins of Error	*±1*	*±1-2*	*±1-3*	*±1-3*	*±2-5*	*±2-5*	*±3-10*	*±2-13*

Note. WEOA2005 Questions 47 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Service members in the Army (4%) were more likely than members in the other Services to indicate experiencing performance evaluations where they believed that their race/ethnicity negatively impacted their ratings, whereas Marine Corps and Air Force (both 2%) members were less likely (Table 25). Among Hispanics, Asians, and those of Two or More Races, Marine Corps members were less likely than members in the other Services to indicate perceiving discrimination in their evaluations.[20] Asians in the Air Force were also less likely than Asians in the other Services to indicate perceiving discrimination in their evaluations.

Paygrade and Race/Ethnicity. Overall, there were no differences found by paygrade in members' perceptions of discrimination in their evaluations (Table 25). Among Blacks, junior officers (9%) were more likely than Blacks in the other paygrades to indicate perceiving discrimination in their evaluations.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in perceptions of discrimination in members' evaluations (Table 25).

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[20] Note that 1% of Air Force members of Two or More Races also indicated experiencing Evaluation Discrimination. This percentage is not statistically lower than the average of the other Services, due to a higher margin of error for Air Force (±4) members. Similar situations occur elsewhere in this section because of different margins of error for the reporting categories.

Training/Test Scores Discrimination

The four items shown in Figure 10 were used to assess Service members' beliefs that their race/ethnicity caused them not to have access to training opportunities or not to receive the training scores they deserved.[21]

Figure 10.
Training/Test Scores Discrimination Survey Items

> During the past 12 months, did any of the following happen to you?
> - You were not able to attend a major school needed for your specialty?
> - You did not get to go to short (1- to 3-day) courses that would provide you with needed skills?
> - You received lower grades than you deserved in your training?
> - You did not get a job assignment that you wanted because of scores that you got on tests?

Overall by Race/Ethnicity. One percent of Service members overall in 2005 indicated they had lower training scores and/or access to training opportunities as a result of their race/ethnicity (Table 26). Blacks (2%), Hispanics (1%), and Asians (2%) were more likely than Whites (less than 1%) to indicate experiencing discriminatory behaviors regarding their training. The rate of perceived discrimination in training and test scores for Blacks was also higher than that for AIANs (1%).

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[21] To be included in the *Training/Test Scores Discrimination* rate, Service members had to indicate they experienced at least one of the four racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 26.
Percent of Service Members Who Indicated They Believed Their Race/Ethnicity Influenced the Availability of Training and the Assignment of Training Scores/Grades, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Training/Test Scores Discrimination	1	<1	2	1	1	2	3	1
Army	1	1	2	2	1	3	5	2
Navy	1	<1	3	2	<1	2	NR	1
Marine Corps	<1	<1	1	1	<1	1	NR	<1
Air Force	<1	<1	1	1	<1	1	NR	1
E1-E4	1	1	2	1	1	1	3	2
E5-E9	1	<1	2	1	1	3	2	1
O1-O3	1	<1	3	1	1	3	NR	1
O4-O6	<1	<1	1	<1	1	<1	NR	<1
Deployed	1	<1	3	1	<1	2	NR	NR
Not Deployed	1	<1	2	1	1	2	1	1
Margins of Error	*±1*	*±1*	*±1-2*	*±1-2*	*±1-3*	*±2-6*	*±3-9*	*±1-6*

Note. WEOA2005 Questions 47 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by Service in experiences of perceived discrimination in training and test scores (Table 26).

Paygrade and Race/Ethnicity. Overall, there were no differences found by paygrade in experiences of perceived discrimination in training and test scores (Table 26). Among Asians, senior officers (less than 1%) were less likely than Asians in the other paygrades to indicate they had lower training scores and/or access to training opportunities as a result of their race/ethnicity.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in perceived discrimination in training and test scores (Table 26).

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Undue Punishment

The two survey items shown in Figure 11 were used to assess whether Service members perceived that their race/ethnicity contributed to differential experiences of nonjudicial punishment (NJP) or courts martial.[22]

Figure 11.
Undue Punishment Survey Items

During the past 12 months, did any of the following happen to you?
- You were taken to nonjudicial punishment or courts martial when you should not have been?
- You were punished for something that others did without being punished?

Overall by Race/Ethnicity. One percent of Service members overall in 2005 indicated that their experience of NJP or courts martial was negatively affected by their race/ethnicity (Table 27). Blacks (3%) and Hispanics (2%) were more likely than Whites (1%) to indicate experiencing undue punishment. The undue punishment rate for Blacks was also higher than that for AIANs (1%) and Asians (1%).

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[22] To be included in the *Undue Punishment* rate, Service members had to indicate they experienced at least one of the two racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 27.

Percent of Service Members Who Indicated They Believed Their Race/Ethnicity Influenced Whether and How They Were Punished, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Undue Punishment	1	1	3	2	1	1	1	3
Army	2	1	3	2	2	3	2	5
Navy	1	<1	3	2	1	1	NR	2
Marine Corps	1	1	3	1	1	2	NR	1
Air Force	1	<1	2	2	1	1	<1	1
E1-E4	2	1	4	3	2	2	3	5
E5-E9	1	<1	2	1	1	2	NR	2
O1-O3	<1	<1	2	1	<1	2	NR	1
O4-O6	<1	<1	1	<1	<1	1	NR	<1
Deployed	1	1	3	2	1	2	NR	7
Not Deployed	1	1	3	2	1	1	1	2
Margins of Error	*±1*	*±1-2*	*±1-4*	*±1-2*	*±1-7*	*±1-8*	*±3-9*	*±2-11*

Note. WEOA2005 Questions 47 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by Service in experiences of undue punishment (Table 27).

Paygrade and Race/Ethnicity. Overall, there were no differences found by paygrade in experiences of undue punishment (Table 27). Among Blacks, Hispanics, and AIANs, senior officers were less likely than members in the other paygrades to indicate that their experience of NJP or courts martial was negatively affected by their race/ethnicity.[23]

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of undue punishment (Table 27).

Member Experiences of Harassment/Discrimination in the DoD Community

Overall Rate

In 2005, Service members were asked if they personally experienced racial/ethnic insensitivity, threats, actual harm, or discrimination from another military member, a DoD or Service civilian employee and/or contractor during the prior 12 months. The *Member Experiences of Harassment/Discrimination in the DoD Community* rate is a composite of the six

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[23] Note that the percentage of AIAN junior officers (<1%) indicating that their experience of NJP or courts martial was negatively affected by their race/ethnicity was the same as that of AIAN senior officers. The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for junior officers (±2).

contributing factor rates, indicating a general level of racial/ethnic harassment and discrimination in the military environment.[24]

  Overall by Race/Ethnicity. Ten percent of Service members overall indicated experiencing harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors (Table 28). Blacks (17%), Hispanics (14%), Asians (15%), NHPIs (16%), and those of Two or More Races (16%) were more likely than Whites (6%) to indicate experiencing harassment and/or discrimination from a member of the DoD community. Blacks, Hispanics, Asians, and those of Two or More Races were also more likely than AIANs (10%) to indicate experiencing harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors. Blacks were also more likely than Hispanics to indicate experiencing harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors.

Table 28.
Percent of Service Members Who Indicated They Personally Experienced Racial/Ethnic Insensitivity, Threats, or Actual Harm or Discrimination From Military Personnel, DoD/ Service Employees and/or Contractors, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Member Experiences of Harassment/Discrimination in the DoD Community	10	6	17	14	10	15	16	16
Army	12	9	16	16	11	19	20	23
Navy	11	7	20	15	8	16	NR	14
Marine Corps	7	4	13	9	10	12	NR	NR
Air Force	8	5	18	13	8	9	NR	11
E1-E4	10	6	18	14	12	12	12	16
E5-E9	11	8	17	14	8	18	20	19
O1-O3	6	4	23	12	12	13	NR	8
O4-O6	6	4	20	9	3	12	NR	15
Deployed	10	6	17	15	8	18	16	22
Not Deployed	10	6	18	14	10	14	16	15
Margins of Error	*±1-2*	*±1-2*	*±2-5*	*±2-5*	*±4-11*	*±3-7*	*±8-15*	*±5-14*

Note. WEOA2005 Questions 45, 47, and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

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[24] To be included in the *Member Experiences of Harassment/Discrimination in the DoD Community* rate, Service members had to indicate they experienced at least one of the 31 racial/ethnic behaviors that comprise this overall rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Service and Race/Ethnicity. Overall, Service members in the Army (12%) were more likely than members in the other Services to indicate experiencing harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors, whereas Marine Corps (7%) and Air Force (8%) members were less likely (Table 28). Among Whites, similar results were found, with Army (9%) members more likely than Whites in the other Services to indicate experiencing such behaviors, whereas Marine Corps (4%) and Air Force (5%) members were less likely. Hispanics in the Marine Corps (9%) were less likely than Hispanics in the other Services to indicate experiencing harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors. Asians in the Air Force (9%) were less likely than Asians in the other Services to indicate experiencing harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors.

Paygrade and Race/Ethnicity. Overall, senior enlisted members (11%) were more likely than members in the other paygrades to indicate experiencing harassment and/or discrimination from a military personnel, DoD/Service employees and/or contractors, whereas junior officers and senior officers (both 6%) were less likely (Table 28). Among Whites, similar results were found, with senior enlisted members (8%) more likely than Whites in the other paygrades to indicate experiencing harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors, whereas junior officers and senior officers (both 4%) were less likely. Among Blacks, junior officers (23%) were more likely than Blacks in the other paygrades to indicate experiencing such behavior. Among AIANs, senior officers (3%) were less likely than AIANs in the other paygrades to indicate experiencing harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors. Among those of Two or More Races, junior officers (8%) were less likely than those in the other paygrades to indicate experiencing such behaviors.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of harassment and/or discrimination from military personnel, DoD/Service employees and/or contractors (Table 28).

Member Experiences of Harassment/Discrimination in the Civilian Community

This section presents the rates for Service member experiences within the local community (see the highlighted portion of Figure 12). Of the 57 racial/ethnic-related items in the survey, the 14 survey items that comprise these rates are shown in the following sections, along with the discussion of findings for each contributing factor rate. Two contributing factor rates are reported: *Offensive Encounters with Civilians Around an Installation* and *Harm or Threat of Harm from Civilians Around An Installation*. The items used to measure these two contributing factors are comparable to those used to measure Service members' experiences in the DoD community (i.e., *Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors* and *Harm or Threat of Harm from Military Personnel, DoD/Service Employees and/or Contractors*). For each of the two contributing factors, rates are presented for the military overall, as well as by race/ethnicity, Service, paygrade, and deployment status. Following the discussion of findings for each contributing factor rate is the presentation of the 2005 overall *Member Experiences of Harassment/Discrimination in the Civilian Community* rate. This overall rate is a composite of the items comprising each of the

two contributing factors and reflects the general level of racial/ethnic harassment and discrimination within the local community.

Figure 12.
Member Experiences of Harassment/Discrimination in the Civilian Community and Its Contributing Factors
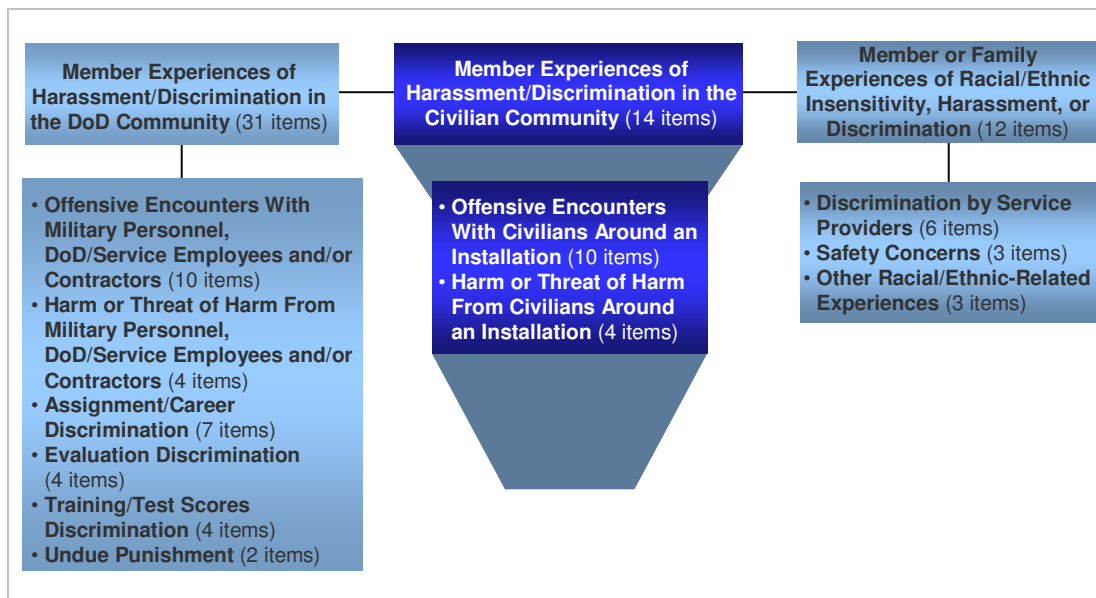
Offensive Encounters With Civilians Around an Installation

The ten items shown in Figure 13 were used to assess whether members felt that civilians in the local community engaged in racially/ethnically insensitive behavior that caused the Service member discomfort or was insulting.[25]

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[25] To be included in the *Offensive Encounters with Civilians Around an Installation* rate, Service members had to indicate they experienced at least one of the ten racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Figure 13.
Offensive Encounters With Civilians Around an Installation Survey Items

> How frequently in the past 12 months have you been in circumstances where you thought civilians in the local community around an installation:
> - Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
> - Told stories or jokes which were racist or depicted your race/ethnicity negatively?
> - Were condescending to you because of your race/ethnicity?
> - Put up or distributed materials which were racist or showed your race/ethnicity negatively?
> - Displayed tattoos or wore distinctive clothes which were racist?
> - Did not include you in social activities because of your race/ethnicity?
> - Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
> - Made offensive remarks about your appearance because of your race/ethnicity?
> - Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?
> - Made other offensive remarks about your race/ethnicity?

  Overall by Race/Ethnicity. Nine percent of Service members overall in 2005 indicated experiencing offensive behavior based on race/ethnicity from civilians in the local community (Table 29). Blacks (15%), Hispanics (11%), Asians (13%), and those of Two or More Races (15%) were more likely than Whites (6%) to indicate experiencing offensive behavior from civilian community members. The rate for Blacks was higher than that for Hispanics and AIANs (8%). Asians and those of Two or More Races were also more likely to indicate experiencing offensive behavior than AIANs.

Table 29.

Percent of Service Members Who Indicated They Experienced Situations in Which Civilians in the Community Engaged in Racial/Ethnic Insensitive Behaviors, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Offensive Encounters With Civilians Around an Installation	9	6	15	11	8	13	13	15
Army	10	7	14	11	10	16	18	22
Navy	9	7	15	11	7	15	<1	13
Marine Corps	7	6	10	8	9	8	NR	NR
Air Force	8	5	17	12	8	10	NR	10
E1-E4	8	6	13	11	9	10	11	14
E5-E9	10	7	15	10	8	16	15	18
O1-O3	6	4	20	10	10	13	NR	11
O4-O6	7	5	19	9	6	14	NR	14
Deployed	9	6	14	11	6	17	8	20
Not Deployed	9	6	15	11	9	12	15	14
Margins of Error	*±1-2*	*±1-3*	*±2-4*	*±2-4*	*±4-11*	*±3-7*	*±2-14*	*±5-14*

Note. WEOA2005 Questions 46 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Service members in the Army (10%) were more likely than members in the other Services to indicate experiencing offensive behavior from civilians in the local community, whereas Air Force (8%) members were less likely (Table 29).[26] Among Whites, Air Force (5%) members were less likely than Whites in the other Services to indicate experiencing offensive behavior related to race/ethnicity. Among Blacks, Marine Corps (10%) members were less likely than Blacks in the other Services to indicate experiencing such behavior. Among NHPIs, Navy (less than 1%) members were less likely than NHPIs in the other Services to indicate experiencing offensive behavior from civilian community members.

Paygrade and Race/Ethnicity. Overall, senior enlisted members (10%) were more likely than members in the other paygrades to indicate experiencing offensive behavior from civilians in the local community, whereas junior officers (6%) and senior officers (7%) were less likely (Table 29). Among Whites, similar results were found, with senior enlisted members (7%) more likely than Whites in the other paygrades to indicate experiencing offensive behavior, whereas junior officers (4%) and senior officers (5%) were less likely. Among Blacks, junior officers (20%) and senior officers (19%) were more likely than Blacks in the other paygrades to indicate experiencing such behavior from civilian community members.

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[26] Note that the percentage of Marine Corps members overall (7%) was the lowest of each of the Services. The percentage is not statistically different from the average of the other Services due to a higher margin of error for Marine Corps (±2) members.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of offensive behavior related to race/ethnicity from civilian community members (Table 29).

Harm or Threat of Harm From Civilians Around an Installation

The four items shown in Figure 14 were used to assess whether Service members experienced instances of threats, vandalism, and assault that were related to their race/ethnicity and caused by civilians in the local community.[27]

Figure 14.
Harm or Threat of Harm From Civilians Around an Installation Survey Items

How frequently in the past 12 months have you been in circumstances where you thought civilians in the local community around an installation
- Vandalized your property because of your race/ethnicity?
- Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
- Physically threatened or intimidated you because of your race/ethnicity?
- Assaulted you physically because of your race/ethnicity?

Overall by Race/Ethnicity. Three percent of Service members overall in 2005 indicated experiencing racial/ethnic threats, vandalism, and assault from civilians in the local community (Table 30). Blacks (3%), Asians (4%), and those of Two or More Races (5%) were more likely than Whites (2%) to indicate experiencing these behaviors.

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[27] To be included in the *Harm or Threat of Harm from Civilians Around an Installation* rate, Service members had to indicate they experienced at least one of the four racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 30.

Percent of Service Members Who Indicated They Experienced Threats, Vandalism, or Assault Based on Race/Ethnicity From Civilians in the Local Community, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Harm or Threat of Harm From Civilians Around an Installation	3	2	3	3	2	4	7	5
Army	3	3	3	3	2	5	11	7
Navy	3	3	3	4	1	5	NR	8
Marine Corps	2	1	3	3	3	2	NR	1
Air Force	2	2	3	2	6	2	NR	2
E1-E4	3	2	3	4	3	2	6	7
E5-E9	3	3	4	3	1	6	9	5
O1-O3	2	1	4	2	4	2	NR	1
O4-O6	2	2	4	2	4	4	NR	3
Deployed	3	2	4	3	4	5	2	7
Not Deployed	3	2	3	3	2	4	9	5
Margins of Error	*±1*	*±1-2*	*±1-4*	*±1-3*	*±2-12*	*±2-5*	*±8-14*	*±3-10*

Note. WEOA2005 Questions 46 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, there were no differences found by Service in experiences of harm or the threat of harm from civilians in the local community (Table 30). Among those of Two or More Races, Marine Corps (1%) and Air Force (2%) members were less likely than those in the other Services to indicate experiencing racial/ethnic threats, vandalism, and assault from civilians in the local community.

Paygrade and Race/Ethnicity. Overall, there were no differences found by paygrade in experiences of harm or the threat of harm from civilians in the local community (Table 30). Among Whites, senior enlisted members (3%) were more likely than Whites in the other paygrades to indicate experiencing such behavior, whereas junior officers (1%) were less likely. Among Asians, senior enlisted members (6%) were more likely than Asians in the other paygrades to indicate experiencing racial/ethnic threats, vandalism, and assault from civilians in the local community. Among those of Two or More Races, junior officers (1%) were less likely than those in the other paygrades to indicate experiencing such behaviors.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of harm or the threat of harm from civilians in the local community (Table 30).

Member Experiences of Harassment/Discrimination in the Civilian Community
Overall Rate

The overall *Member Experiences of Harassment/Discrimination in the Civilian Community* rate reflects whether members indicated they personally experienced racial/ethnic harassment (e.g., insensitivity, threats, actual harm) or discrimination from civilians in the community during the prior 12 months. This overall rate is a composite of the two contributing factor rates, indicating a general level of racial/ethnic harassment and discrimination within the local community.[28]

Overall by Race/Ethnicity. Nine percent of Service members overall in 2005 indicated experiencing racial/ethnic harassment and/or discrimination from civilians in the community (Table 31). Blacks (15%), Hispanics (11%), Asians (13%), and those of Two or More Races (15%) were more likely than Whites (6%) to indicate experiencing such behaviors from civilians in the community. Blacks were more likely than Hispanics and AIANs (8%) to indicate experiencing harassment and/or discrimination from civilians in the community around an installation. Asians and those of Two or More Races were also more likely to experience harassment and/or discrimination than AIANs.

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[28] To be included in the *Member Experiences of Harassment/Discrimination in Civilian Community* rate, Service members had to indicate they experienced at least one of the 14 racial/ethnic behaviors that comprise this overall rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 31.

Percent of Service Members Who Indicated They Personally Experienced Racial/Ethnic Insensitivity, Threats, or Actual Harm or Discrimination From Civilians in the Community, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Member Experiences of Harassment/Discrimination in the Civilian Community	9	6	15	11	8	13	13	15
Army	10	7	14	11	10	16	18	22
Navy	9	7	15	11	7	15	<1	13
Marine Corps	7	6	11	8	9	8	NR	NR
Air Force	8	5	17	13	8	10	NR	10
E1-E4	8	6	14	11	9	10	11	14
E5-E9	10	8	15	10	8	16	15	18
O1-O3	6	4	20	10	10	13	NR	11
O4-O6	7	5	19	9	6	14	NR	14
Deployed	9	6	14	11	6	17	8	20
Not Deployed	9	6	15	11	9	13	15	14
Margins of Error	*±1-2*	*±1-3*	*±2-4*	*±2-4*	*±4-11*	*±3-7*	*±2-14*	*±5-14*

Note. WEOA2005 Questions 46 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

   Service and Race/Ethnicity. Overall, Service members in the Army (10%) were more likely than members in the other Services to indicate experiencing racial/ethnic harassment and/or discrimination from civilians in the community, whereas Air Force (8%) members were less likely (Table 31).[29] Among Whites, Air Force (5%) members were less likely than Whites in the other Services to indicate experiencing such behavior from civilians in the community. Among NHPIs, Navy (less than 1%) members were less likely than NHPIs in the other Services to indicate experiencing harassment and/or discrimination.

   Paygrade and Race/Ethnicity. Overall and among Whites, senior enlisted members (10% and 8%, respectively) were more likely than members in the other paygrades to indicate experiencing racial/ethnic harassment and/or discrimination from civilians in the community, whereas junior officers (6% and 4%, respectively) and senior officers (7% and 5%, respectively) were less likely (Table 31). Among Blacks, junior officers (20%) and senior officers (19%) were more likely than Blacks in the other paygrades to indicate experiencing harassment and/or discrimination.

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[29] Note that the percentage of Marine Corps members overall (7%) was the lowest of each of the Services. The percentage is not statistically different from the average of the other Services due to a higher margin of error for Marine Corps (±2) members.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of racial/ethnic harassment and/or discrimination from civilians in the community (Table 31).

Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination

This section examines whether Service members indicated that either they or their families experienced racial/ethnic harassment or discrimination (see the highlighted portion of Figure 15). These incidents could have been caused by either local civilians or military-connected offenders. The incidents included insensitive behavior, harassment, poor or inadequate support services, fear, and one or more other miscellaneous experiences. Except where noted, it is not possible to distinguish whether the military person or a family member experienced the incident.

Of the 57 racial/ethnic-related items in the survey, the 12 survey items that comprise these rates are shown in the following sections, along with the discussion of findings for each contributing factor rate. For each of the three contributing factors, rates are presented for the military overall, as well as by race/ethnicity, Service, paygrade, and deployment status. Following the presentation of findings for each contributing factor rate is the presentation of the 2005 overall *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination* rate. This overall rate is a composite of the items comprising each contributing factor and reflects the general level of racial/ethnic harassment and discrimination experienced by the member or their family within the military and/or local community environment.

Figure 15.
Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination and Its Contributing Factors
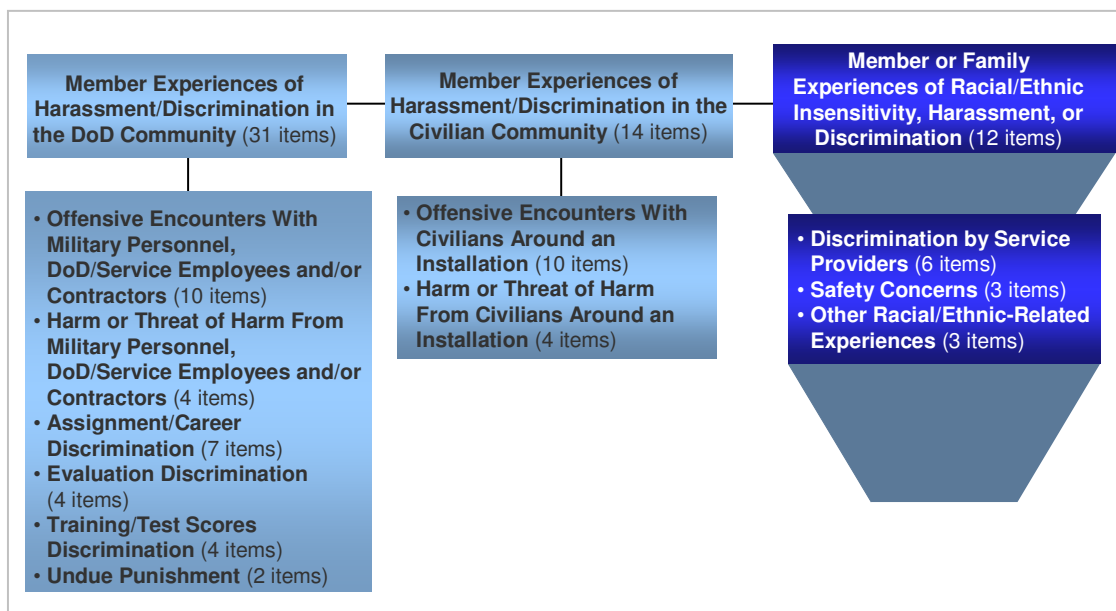
Discrimination by Service Providers

The rate of *Discrimination by Service Providers* was assessed with the six items shown in Figure 16 reflecting whether members indicated that they or their families were treated differently (from others) by local businesses, by civilian or Armed Forces police, or by military medical or support services because of their race/ethnicity.[30]

Figure 16.
Discrimination by Service Providers Survey Items

During the past 12 months, did any of the following happen to you?
- You or your family were discriminated against when seeking non-government housing?
- You or your family were made to feel unwelcome by a local business (for example, a store or restaurant)?
- You or your family did not get appropriate medical care?
- You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and recreation centers) than others did?
- Local civilian police harassed you or your family without cause?
- You or your family were watched more closely than others were by Armed Forces police?

Overall by Race/Ethnicity. Five percent of Service members overall in 2005 indicated they or their families experienced differential treatment (from others) by local businesses, by civilian or Armed Forces police, or by military medical or support services because of their race/ethnicity (Table 32). Blacks (10%), Hispanics (7%), Asians (6%), and those of Two or More Races (10%) were more likely than Whites (3%) to indicate they or their families experienced racial/ethnic discrimination by service providers. Blacks were more likely than Hispanics, AIANs (6%), and Asians to indicate experiencing discrimination from service providers.

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[30] To be included in the *Discrimination by Service Providers* rate, Service members had to indicate they experienced at least one of the six racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 32.

Percent of Service Members Who Indicated They or Their Families Were Treated Differently Because of Their Race/Ethnicity by DoD or Civilian Businesses, Police, or Medical/Support Services, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Discrimination by Service Providers	5	3	10	7	6	6	9	10
Army	6	3	9	9	6	9	12	12
Navy	6	3	11	8	6	6	<1	8
Marine Corps	4	3	5	5	6	3	NR	NR
Air Force	5	3	12	7	4	4	3	8
E1-E4	4	3	9	7	6	2	10	7
E5-E9	6	4	10	8	6	9	8	15
O1-O3	4	2	15	7	5	8	NR	7
O4-O6	3	2	14	5	6	9	NR	7
Deployed	4	2	9	7	5	7	8	11
Not Deployed	5	3	10	8	6	6	9	10
Margins of Error	±1-2	±1-2	±2-3	±2-4	±4-10	±2-6	±2-14	±4-14

Note. WEOA2005 Questions 47 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Service members in the Marine Corps (4%) were less likely than members in the other Services to indicate they or their families experienced differential treatment (from others) by local businesses, by civilian or Armed Forces police, or by military medical or support services because of their race/ethnicity (Table 32). Similarly among Blacks and Asians, Marine Corps members were less likely than members in the other Services to indicate they or their families experienced racial/ethnic discrimination from service providers. Among NHPIs, Navy (less than 1%) members were less likely than NHPIs in the other Services to indicate they or their families experienced discrimination from service providers.

Paygrade and Race/Ethnicity. Overall, senior enlisted members (6%) were more likely than members in the other paygrades to indicate they or their families experienced differential treatment (from others) by local businesses, by civilian or Armed Forces police, or by military medical or support services because of their race/ethnicity, whereas junior enlisted members (4%), junior officers (4%), and senior officers (3%) were less likely (Table 32). Among Whites, senior enlisted members (4%) were more likely than Whites in the other paygrades to indicate they or their families experienced racial/ethnic discrimination from service providers, whereas senior officers (2%) were less likely. Among Blacks, junior officers (15%) and senior officers (14%) were more likely than Blacks in the other paygrades to indicate they or their families experienced discrimination from service providers. Among Asians, senior enlisted members (9%) were more likely than Asians in the other paygrades to indicate they or their families experienced such behaviors, whereas junior enlisted members (2%) were less likely.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of racial/ethnic discrimination by service providers (Table 32).

Safety Concerns

Safety Concerns is comprised of the three items shown in Figure 17 and was used to assess whether members or their families feared gang activity or other problems on or off the installation.[31]

Figure 17.
Safety Concerns Survey Items

During the past 12 months, did any of the following happen to you?
- You were afraid for you or your family to go off the installation because of gang activity?
- You were afraid for you or your family to go off the installation for other reasons?
- You were afraid for you or your family because of gang activity on the installation?

Overall by Race/Ethnicity. Overall, there were no differences found by racial/ethnic group in whether Service members were concerned for their or their families' safety as a result of their race/ethnicity (Table 33).

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[31] To be included in the *Safety Concerns* rate, Service members had to indicate they experienced at least one of the three racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 33.

Percent of Service Members Who Indicated They or Their Families Were Afraid to be On or Off the Installation Because of Gang Activity or for Other Reasons, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Safety Concerns	1	1	1	1	1	1	3	1
Army	1	1	1	1	1	2	5	1
Navy	1	1	1	1	<1	1	NR	2
Marine Corps	<1	<1	1	<1	1	1	NR	<1
Air Force	1	1	1	1	4	<1	NR	1
E1-E4	1	1	1	1	2	<1	NR	1
E5-E9	1	1	1	1	<1	1	4	1
O1-O3	1	1	<1	1	NR	NR	NR	1
O4-O6	1	1	1	<1	1	2	NR	2
Deployed	1	1	1	<1	NR	2	<1	NR
Not Deployed	1	1	1	1	1	1	4	1
Margins of Error	±1	±1	±1-2	±1-2	±1-11	±1-4	±2-8	±2-6

Note. WEOA2005 Questions 47 and 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by Service in members indicating they were concerned for their or their families' safety as a result of their race/ethnicity (Table 33).

Paygrade and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by paygrade in members indicating they were concerned for their or their families' safety as a result of their race/ethnicity (Table 33).

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in members indicating they were concerned for their or their families' safety as a result of their race/ethnicity (Table 33).

Other Racial/Ethnic-Related Experiences

Other Racial/Ethnic-Related Experiences included three items shown in Figure 18, two of which represent whether Service members or their families were bothered or hurt because of their race/ethnicity. The third item provided members the opportunity to indicate whether they

or their families had experienced any type of insensitivity, harassment, or discrimination not previously covered in the questionnaire.[32]

Figure 18.
Other Racial/Ethnic-Related Experiences Survey Items

> How frequently in the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/Service civilian employees and/or contractors:
> - Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?
>
> How frequently in the past 12 months have you been in circumstances where you thought civilians in the local community around an installation:
> - Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?
>
> During the past 12 months, did any of the following happen to you?
> - Have you or your family had other bad, race/ethnic-related experiences during the past 12 months-- experiences related to your job, an installation/ship, or a community around an installation?

Overall by Race/Ethnicity. Six percent of Service members overall in 2005 indicated they or their families were bothered or hurt as a result of their race/ethnicity by either members of the DoD or civilian communities (Table 34). Blacks (9%), Hispanics (7%), Asians (7%), and those of Two or More Races (9%) were more likely than Whites (4%) to indicate they or their families experienced such behaviors.

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[32] To be included in the *Other Racial Ethnic Experiences* rate, Service members had to indicate they experienced at least one of the three racial/ethnic behaviors that comprise this rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 34.

Percent of Service Members Who Indicated They or Their Families Had Any Other Racial/ Ethnic Experiences Involving DoD Personnel or Civilians in the Local Community, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Other Racial/Ethnic-Related Experiences	6	4	9	7	7	7	9	9
Army	7	6	10	8	6	10	9	10
Navy	6	4	9	7	7	8	NR	8
Marine Corps	4	3	5	5	6	6	NR	NR
Air Force	5	3	9	7	8	4	NR	7
E1-E4	5	4	8	7	8	4	7	6
E5-E9	7	5	10	8	6	10	12	13
O1-O3	4	3	11	6	10	6	NR	6
O4-O6	5	4	12	6	3	9	NR	11
Deployed	5	4	7	6	4	8	11	14
Not Deployed	6	4	10	7	8	7	9	8
Margins of Error	±1-2	±1-2	±2-3	±2-3	±3-11	±2-6	±8-14	±4-14

Note. WEOA2005 Questions 45 through 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Service members in the Army (7%) were more likely than members in the other Services to indicate they or their families were bothered or hurt as a result of their race/ethnicity by members of either the DoD or civilian communities, whereas members in the Marine Corps (4%) and Air Force (5%) were less likely (Table 34). Among Whites, Army (6%) members were more likely than Whites in the other Services to indicate they or their families experienced such behaviors, whereas Air Force (3%) members were less likely. Among Blacks, Marine Corps (5%) members were less likely than Blacks in the other Services to indicate they or their families experienced these types of racial/ethnic behaviors. Among Asians, Air Force (4%) members were less likely than Asians in the other Services to indicate they or their families experienced such behaviors.

Paygrade and Race/Ethnicity. Overall, senior enlisted members (7%) were more likely than members in the other paygrades to indicate they or their families were bothered or hurt as a result of their race/ethnicity by either members of the DoD or civilian communities, whereas junior enlisted members (5%), junior officers (4%), and senior officers (5%) were less likely (Table 34). Among Whites, senior enlisted members (5%) were more likely than Whites in the other paygrades to indicate they or their families experienced such behaviors, whereas junior officers (3%) were less likely. Among Asians, senior enlisted members (10%) were more likely than Asians in the other paygrades to indicate they or their families were bothered or hurt, whereas junior enlisted members (4%) were less likely.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of being bothered or hurt as a result of their race/ethnicity by either members of the DoD or civilian communities (Table 34).

Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination

The overall *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination* rate reflects whether members indicated either they or their families experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community during the prior 12 months. This overall rate is a composite of the three contributing factor rates.[33]

Overall by Race/Ethnicity. Seven percent of Service members overall in 2005 indicated they or their families experienced racial/ethnic harassment and/or discrimination from someone in the DoD or civilian communities (Table 35). Blacks (12%), Hispanics (9%), Asians (8%), NHPIs (12%), and those of Two or More Races (11%) were more likely than Whites (4%) to indicate they or their families experienced such behaviors. Blacks were more likely than Hispanics, AIANs (7%), and Asians to indicate they or their families had these types of experiences.

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[33] To be included in the *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination* rate, Service members had to indicate they experienced at least one of the 12 racial/ethnic behaviors that comprise this overall rate *and* indicate at least one of the 57 behaviors was considered to be racial/ethnic harassment or discrimination.

Table 35.

Percent of Service Members Who Indicated Either They or Their Families Experienced Racial/Ethnic Insensitivity, Harassment, or Discrimination From DoD Personnel or Civilians in the Community, by Response Group

Response Group	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination	7	4	12	9	7	8	12	11
Army	8	5	11	10	7	11	18	14
Navy	7	5	13	10	6	7	1	10
Marine Corps	5	3	6	7	7	4	NR	NR
Air Force	6	4	14	8	7	5	5	9
E1-E4	6	4	10	9	7	3	10	8
E5-E9	8	5	12	9	6	11	15	16
O1-O3	5	3	17	8	10	9	NR	8
O4-O6	5	4	16	6	7	10	NR	11
Deployed	6	3	11	8	5	8	9	13
Not Deployed	7	5	12	9	7	7	14	11
Margins of Error	*±1-2*	*±1-2*	*±2-4*	*±2-4*	*±4-11*	*±2-6*	*±3-14*	*±4-14*

Note. WEOA2005 Questions 45 through 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/ Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

  Service and Race/Ethnicity. Overall, Service members in the Army (8%) were more likely than members in the other Services to indicate they or their families experienced racial/ ethnic harassment and/or discrimination from someone in the DoD or civilian communities, whereas Marine Corps (5%) members were less likely (Table 35). Among Blacks, Marine Corps (6%) members less likely than Blacks in the other Services to indicate they or their families experienced such behaviors. Among NHPIs, Navy (1%) members were less likely than NHPIs in the other Services to indicate they or their families experienced harassment and/or discrimination.

  Paygrade and Race/Ethnicity. Overall, senior enlisted members (8%) were more likely than members in the other paygrades to indicate they or their families experienced racial/ethnic harassment and/or discrimination from someone in the DoD or civilian communities, whereas junior enlisted members (6%), and junior officers and senior officers (both 5%) were less likely (Table 35). Among Whites, senior enlisted members (5%) were more likely than Whites in the other paygrades to indicate they or their families experienced such behaviors, whereas junior officers (3%) were less likely. Among Blacks, junior officers (17%) and senior officers (16%) were more likely than Blacks in the other paygrades to indicate they or their families experienced racial/ethnic harassment and/or discrimination. Among Asians, senior enlisted members (11%)

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were more likely than Asians in the other paygrades to indicate they or their families experienced such behaviors, whereas junior enlisted members (3%) were less likely.

Deployment and Race/Ethnicity. Both overall and within racial/ethnic groups, there were no differences found by deployment status in experiences of racial/ethnic harassment and/or discrimination from someone in the DoD or civilian communities (Table 35).

Combinations of Incidents

The previous sections of this chapter contained analyses of rates for the various racial/ethnic-related behaviors that Service members and their families experienced. Each rate was treated separately, based on the behaviors that comprised that specific rate. This section contains an analysis of experiences by combinations of the three overall rates:

1. *Member Experiences of Harassment/Discrimination in the DoD Community*,

2. *Member Experiences of Harassment/Discrimination in the Civilian Community,* and

3. *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination.*

Results of this survey show that, in some cases, behaviors experienced in one context are also experienced in others. This section presents 2005 results for Service members who indicated experiencing solely one of the three overall rates and Service members who indicated they or their families experienced combinations of the three overall rates. There are two types of combinations of overall rates assessed: (1) combination of the two member rates (i.e., Service members who experienced harassment/discrimination in both the DoD and civilian communities), and (2) all other combinations of overall rates (i.e., Service members who indicated they and/or their families experienced harassment/discrimination in the DoD and/or civilian communities).[34]

Overall by Race/Ethnicity

Overall, fewer than twelve percent of Service members indicated experiencing any behaviors, either singularly or in combination, which they considered to be examples of racial/ethnic harassment or discrimination (Table 36). Overall, 3% of Service members indicated experiencing a combination of the two member rates (i.e., harassment/discrimination in both the DoD and civilian communities), and 6% indicated experiencing all other combinations of overall rates (i.e., they and/or their families experienced harassment/discrimination in the DoD and/or civilian communities). Within racial/ethnic groups, Whites were typically less likely to indicate experiencing behaviors, either singularly or in combination, than Service members in any of the other racial/ethnic groups. Blacks (5%), Hispanics (4%), and Asians (6%), were more likely

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[34] Possible combinations include: Members who indicated they experienced harassment/discrimination in the DoD community and who indicated they or their families experienced insensitivity, harassment, or discrimination; members who indicated they experienced harassment/discrimination in the civilian community and who indicated they or their families experienced insensitivity, harassment, or discrimination; and members who indicated they experienced harassment/discrimination in the DoD and civilian communities and who indicated they or their families experienced insensitivity, harassment, or discrimination.

than Whites (2%) to indicate experiencing a combination of the two member rates. Asians were also more likely than Hispanics and AIANs (2%), and Blacks were more likely than AIANs to indicate experiencing a combination of the two member rates. Blacks (11%), Hispanics (9%), Asians (7%), NHPIs (12%) and those of Two or More Races (11%) were more likely than Whites (4%) to indicate experiencing all other combinations of overall rates.

Table 36.
Percent of Service Members Indicating They or Their Families Experienced Any Racial/ Ethnic Behaviors or Combinations of Behaviors, by Race/Ethnicity

2005 Incident Rate	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Did not experience any racial/ethnic harassment or discrimination[a]	88	92	80	85	89	84	82	82
Combination of the two member rates (DoD and Community)	3	2	5	4	2	6	3	5
All other combinations of overall rates	6	4	11	9	6	7	12	11
Member Experiences of Harassment/Discrimination in the DoD Community (Single Category)	1	1	3	2	1	2	2	1
Member Experiences of Harassment/Discrimination in the Civilian Community (Single Category)	<1	<1	1	<1	1	<1	<1	<1
Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination (Single Category)	<1	<1	1	<1	1	<1	<1	<1
Margins of Error	*±1*	*±1*	*±1-2*	*±1-2*	*±1-4*	*±1-3*	*±1-9*	*±1-5*

Note. WEOA2005 Questions 45 through 49. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/ Pacific Islander.
[a]Column totals do not always sum to 100% due to rounding.

Rate Trends 1996 to 2005

The incident rates presented in the preceding sections are based on the percent responding to survey items reporting experiencing behaviors in a factor *and* the additional condition that the respondent considered at least one of the experienced behaviors to be racial/ ethnic harassment or discrimination. This method establishes the baseline incident rates for 2005 and will be used in future surveys.

In analyses of the 1996 survey, incident rates were constructed solely from the percent responding to survey items reporting experiencing behaviors in a factor. This is because, while the 57 behavioral items are identical in 1996 to 2005, in the 1996 survey Service members were *not* asked if they considered any of the behaviors they experienced to be racial/ethnic harassment or discrimination. For trend comparisons between 2005 and 1996 survey results, similar incident rates were constructed for 2005 data. The presentation of 1996-comparable incident rates use the 1996 titles for rates, which are less descriptive than the 2005 incident rate titles (e.g., the 2005 *Member Experiences of Harassment/Discrimination in the DoD Community* rate is referred to as *Member Incident-DoD*). The incident rate titles for 2005 and the titles for the comparable rates in 1996 are shown in Table 37.

Table 37.
Incident Rate Titles for 2005 and 1996 Surveys

2005	1996
Member Experiences of Harassment/Discrimination in the DoD Community (31 items + Q49)	Member Incident – DoD (31 items)
Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors (10 items + Q49)	Offensive Encounters (10 items)
Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors (4 items + Q49)	Threat/Harm (4 items)
Assignment/Career Discrimination (7 items + Q49)	Assignment/Career (7 items)
Evaluation Discrimination (4 items + Q49)	Evaluation (4 items)
Training/Test Scores Discrimination (4 items + Q49)	Training/Test Scores (4 items)
Undue Punishment (2 items + Q49)	Punishment (2 items)
Member Experiences of Harassment/Discrimination in the Civilian Community (14 items + Q49)	Member Incident – Community (14 items)
Offensive Encounters With Civilians Around an Installation (10 items + Q49)	Offensive Encounters (10 items)
Harm or Threat of Harm From Civilians Around an Installation (4 items + Q49)	Threat/Harm (4 items)
Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination (12 items + Q49)	Member/Family Incident (12 items)
Discrimination by Service Providers (6 items + Q49)	Member/Family Services (6 items)
Safety Concerns (3 items + Q49)	Member/Family Fears (3 items)
Other Racial/Ethnic-Related Experiences (3 items + Q49)	Miscellaneous Member/Family Experiences (3 items)

This section concludes with a presentation of trends for the three overall rates *Member Incident-DoD*, *Member Incident-Community, and Member/Family Incident*, and combinations of the three.

Trends in Member Experiences of Behaviors in the DoD Community Incident Rate

Table 38 displays the 1996 and comparable 2005 rates for *Member Incident-DoD* (i.e., the 1996-comparable version of the 2005 *Member Experiences of Harassment/Discrimination in the DoD Community* rate*)* and the six contributing factor rates. In all cases, the rates overall are lower in 2005 than in 1996:

- *Member Incident-DoD,* which includes experiences of behaviors from military personnel, DoD/Service employees and/or contractors, was lower in 2005 (49% vs. 67%).
  - *Offensive Encounters-DoD,* which includes offensive encounters with members of the DoD community, was lower in 2005 (47% vs. 66%).

  - *Threat/Harm-DoD*, which includes instances of threats, vandalism, and assault by members of the DoD community, was lower in 2005 (5% vs. 10%).

  - *Assignment/Career*, which includes racial/ethnic assignment and career progression discrimination, was lower in 2005 (5% vs. 8%).

  - *Evaluation,* which includes evaluations where members believed that their race/ethnicity negatively impacted their ratings, was lower in 2005 (5% vs. 8%).

  - *Training/Test Scores*, which includes perceived discrimination in training and test scores, was lower in 2005 (2% vs. 3%).

  - *Punishment*, which includes racial/ethnic differential experiences of NJP or courts martial, was lower in 2005 (2% vs. 4%).

By race/ethnicity, the overall rate of experiencing behaviors from a member of the DoD community was lower in 2005 than in 1996 for Whites, Blacks, Hispanics, and AIANs, as were the contributing factor rates for offensive encounters, harm/threat of harm, and discrimination in assignments or career progression. Whites, Blacks, and Hispanics were less likely in 2005 than in 1996 to experience differential treatment with evaluations, training/test scores, and punishments.

Table 38.

*Percent of Service Members Who Indicated They Experienced Member Incident-DoD
Behaviors and the Contributing Factor Rates, by Race/Ethnicity and Year*

Member Experiences Within the DoD Community[a]	Overall	White	Black	Hisp	AIAN	Asian	NHPI[b]	Two/ More[c]
2005 Member Incident-DoD (1996 comparable)	49	43	58	61	56	60	51	57
1996 Member Incident-DoD	67	63	76	79	76	70		--
2005 Offensive Encounters-DoD (1996 comparable)	47	42	55	60	56	59	49	56
1996 Offensive Encounters-DoD	66	62	74	78	75	69		--
2005 Threat/Harm-DoD (1996 comparable)	5	4	7	7	8	10	10	9
1996 Threat/Harm-DoD	10	8	13	12	16	16		--
2005 Assignment/Career (1996 comparable)	5	3	9	6	5	6	11	9
1996 Assignment/Career	8	4	18	13	18	10		--
2005 Evaluation (1996 comparable)	5	3	11	7	5	6	9	6
1996 Evaluation	8	4	19	12	8	13		--
2005 Training/Test Scores (1996 comparable)	2	1	4	2	1	2	5	2
1996 Training/Test Scores	3	2	6	5	3	4		--
2005 Punishment (1996 comparable)	2	1	4	3	3	2	4	4
1996 Punishment	4	2	9	6	5	4		--
Margins of Error	*±1*	*±1-2*	*±1-2*	*±1-3*	*±2-7*	*±2-4*	*±7-9*	*±3-5*

Note. WEOA2005 Questions 45 and 47; *EOS1996* Questions 29a and 30. AIAN—American Indian/Alaska Native.
NHPI—Native Hawaiian/Pacific Islander.
[a]In 1996, these rates were based on respondents who experienced at least one of the behaviors. They were not asked
if they considered at least some behaviors to be race/ethnic harassment/discrimination.
[b]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[c]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Trends in Member Experiences of Behaviors in Civilian Community Incident Rate

The 1996 and comparable 2005 rates for *Member Incident-Community* (i.e., the 1996-comparable version of the 2005 *Member Experiences of Harassment/Discrimination in the Civilian Community* rate*)* and the two contributing factor rates are included in Table 39. In all cases, the rates overall are lower in 2005 than in 1996:

- *Member Incident-Community,* which includes member experiences of behaviors from civilians in the local community around an installation, was lower in 2005 (41% vs. 57%).
  - *Offensive Encounters-Community,* which includes racially/ethnically insensitive behavior from civilians in local community, was lower in 2005 (41% vs. 57%).
  - *Threat/Harm-Community,* which includes racial/ethnic threats, vandalism, and assault from civilians in the local community, was lower in 2005 (6% vs. 11%).

By race/ethnicity, the overall rate and the two contributing factor rates for Whites, Blacks, Hispanics, and AIANs were lower in 2005 than in 1996.

Table 39.
Percent of Service Members Who Indicated They Experienced Member Incident-Community Behaviors and the Contributing Factor Rates, by Race/Ethnicity and Year

Member Experiences Within the Local Community[a]	Overall	White	Black	Hisp	AIAN	Asian	NHPI[b]	Two/More[c]
2005 Member Incident-Community (1996 comparable)	41	39	45	44	44	47	36	50
1996 Member Incident-Community	57	57	57	57	63	53		--
2005 Offensive Encounters-Community (1996 comparable)	41	38	44	43	43	47	36	50
1996 Offensive Encounters-Community	57	57	56	57	63	53		--
2005 Threat/Harm-Community (1996 comparable)	6	6	7	7	8	9	10	10
1996 Threat/Harm-Community	11	11	10	11	17	12		--
Margins of Error	±1	±1-2	±1-2	±2-3	±5-7	±3-4	±8-9	±4-5

Note. WEOA2005 Question 46; *EOS1996* Question 29b. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]In 1996, these rates were based on respondents who experienced at least one of the behaviors. They were not asked if they considered at least some behaviors to be race/ethnic harassment/discrimination.
[b]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[c]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Trends in Member or Family Experiences of Behaviors Incident Rate

The 1996 and comparable 2005 rates for *Member/Family Incident* (i.e., the 1996-comparable 2005 *Member or Family Experiences of Racial Ethnic Insensitivity, Harassment or Discrimination* rate) and the three contributing factor rates are included in Table 40.

Table 40.
Percent of Service Members Who Indicated They Experienced Member/Family Incident Behaviors and the Contributing Factor Rates, by Race/Ethnicity and Year

Member and Family Experiences[a]	Overall	White	Black	Hisp	AIAN	Asian	NHPI[b]	Two/More[c]
2005 Member/Family Incident (1996 comparable)	12	8	19	15	13	13	20	18
1996 Member/Family Incident	21	17	35	24	25	20		--
2005 Member/Family Services (1996 comparable)	8	5	16	12	10	9	13	14
1996 Member/Family Services	14	8	31	18	17	14		--
2005 Member/Family Fears (1996 comparable)	1	1	1	2	2	1	6	2
1996 Member/Family Fears	5	6	2	3	6	3		--
2005 Member/Family Miscellaneous (1996 comparable)	10	8	14	11	12	12	13	14
1996 Member/Family Miscellaneous	14	13	17	16	18	15		--
Margins of Error	±1	±1	±1-2	±1-2	±2-7	±1-3	±7-9	±3-5

Note. WEOA2005 Questions 45 through 48; *EOS1996* Questions 29a, 29b, 30, and 31. AIAN—American Indian/ Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]In 1996, these rates were based on respondents who experienced at least one of the behaviors. They were not asked if they considered at least some behaviors to be race/ethnic harassment/discrimination.
[b]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[c]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

In all cases, the rates overall are lower in 2005 than in 1996:

- *Member/Family Incident*, which includes behaviors from someone in the DoD or civilian community, was lower in 2005 (12% vs. 21%).

– *Member/Family Services*, which includes racial/ethnic discrimination by service providers, was lower in 2005 (8% vs. 14%).

– *Member/Family Fears,* which includes having safety concerns for themselves or their families, was lower in 2005 (1% vs. 5%).

– *Member/Family Miscellaneous,* which includes being bothered or hurt as a result of the Service member's race/ethnicity by either members of the DoD or civilian community, was lower in 2005 (10% vs. 14%).

By race/ethnicity, the overall rate of members and their families experiencing any behaviors was lower in 2005 than in 1996 for Whites, Blacks, Hispanics, and AIANs, as were the contributing factor rates of discrimination by service providers and having safety concerns. The rate of other experiences of being bothered or hurt was lower in 2005 than in 1996 for Whites, Blacks, and Hispanics.

Combinations of Incident Rate Trends

To analyze trends for combinations of incident rates between 1996 and 2005, the percentages of behaviors experienced, regardless of whether Service members considered the behaviors to be racial/ethnic harassment or discrimination, are shown in Table 41. It should be noted that the 2005 results for combinations of rates shown in Table 36 are consistently lower than the 2005 results shown in Table 41, indicating that Service members experienced a variety of behaviors that they do not consider to be racial/ethnic harassment or discrimination. For example, 15% of Service members overall indicated they experienced behaviors from a member of the DoD community, but only 1% labeled those behaviors racial/ethnic harassment or discrimination.

This section presents the 1996 and 2005 results for Service members who indicated experiencing solely one of the three overall rates and Service members who indicated they or their families experienced combinations of the three overall rates. There are two types of combinations of overall rates assessed: (1) Combination of the two member rates (i.e., Service members who experienced harassment/discrimination in both the DoD and civilian communities), and (2) All other combinations of overall rates (i.e., Service members who indicated they and/or their families experienced harassment/discrimination in the DoD and/or civilian communities).[35]

As shown in Table 41, the percentage of Service members overall who experienced a combination of the two member rates (i.e., harassment/discrimination in both the DoD and civilian communities) was lower in 2005 than in 1996 (25% vs. 33%). Similarly, the percentages for Whites, Blacks, and Hispanics were lower in 2005 than in 1996. The percentage of Service members overall who experienced all other combinations of overall rates (i.e., they and/or their families experienced harassment/discrimination in the DoD and/or civilian communities) was lower in 2005 than in 1996 (11% vs. 20%). Similarly, the percentage for Whites, Blacks,

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[35] Possible combinations include: Member Incident-DoD <u>and</u> Member/Family Incident; Member Incident-Community <u>and</u> Member/Family Incident; and Member Incident-DoD <u>and</u> Member Incident-Community <u>and</u> Member/Family Incident.

Hispanics, and AIANs was lower in 2005 than in 1996. The percentage of Service members overall who indicated they had *not* experienced any behaviors was higher in 2005 than in 1996 (42% vs. 23%). Similarly, the percentage for Whites, Blacks, Hispanics, and AIANs was higher in 2005 than in 1996.

Table 41.
Percent of Service Members Indicating They or Their Families Experienced Any Racial/ Ethnic Behaviors or Combinations of Behaviors, by Race/Ethnicity and Year

2005 and 1996 Comparable Responses[a]	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[b]	Two/ More[c]
Did not experience any racial/ ethnic harassment or discrimination[d]	2005	42	47	33	33	37	33	42	34
	1996	23	26	18	17	14	24		--
Combination of the two member rates (DoD and Community)	2005	25	24	24	27	27	32	19	27
	1996	33	35	26	35	34	33		--
All other combinations of overall rates	2005	11	7	18	15	13	12	19	17
	1996	20	16	34	24	24	20		--
Member Incident-DoD (Single Category)	2005	15	13	17	19	17	17	15	14
	1996	15	13	17	21	20	19		--
Member Incident-Community (Single Category)	2005	7	9	6	5	5	5	4	7
	1996	7	9	4	3	6	5		--
Member/Family Incident (Single Category)	2005	1	1	1	1	1	1	1	1
	1996	1	1	1	<1	<1	1		--
Margins of Error		*±1*	*±2*	*±2*	*±2-3*	*±7-8*	*±4*	*±9*	*±5*

Note. WEOA2005 Questions 45 through 48; *EOS1996* Questions 29a, 29b, 30, and 31. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]In 1996, incident rates were constructed from percent responding to all of the items in a particular set of questions. For trend comparisons between 2005 and 1996 survey results, similar incident rates are constructed for 2005 data.
[b]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[c]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.
[d]Column totals do not always sum to 100% due to rounding.

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Chapter 4: Characteristics of the One Situation

Chapter 4 provides information on the circumstances in which racial/ethnic-related harassment and discrimination behaviors occur. On the survey, Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to consider the "one situation" occurring in the year before taking the survey that was the most bothersome (i.e., had the greatest effect) to them and/or their families.[36] With that "one situation" in mind, members then reported on the circumstances surrounding that experience. Information from this section of the survey helps to answer questions such as:

- Who were the offenders?

- Where did the experience occur?

- How often did the situation occur?

- How long did the situation last?

Information about the circumstances in which incidents of racial/ethnic harassment and discrimination occur can help DoD officials, from equal opportunity advisors (EOAs) and unit commanders to senior policymakers, develop more effective prevention and response policies. For example, the frequency and duration of incidents can indicate whether racial/ethnic harassment and discrimination incidents are isolated or constitute a pattern of inappropriate behavior. This type of information can help them develop and implement programs and procedures to address problems.

Results in this chapter are presented for Service members who indicated they and/or their families experienced at least one racial/ethnic behavior, considering the one situation that was most bothersome to them. As in other chapters, the following sections analyze the questions for the military overall, as well as by race/ethnicity,[37] Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.[38] Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.[39] Trend data between 1996 and 2005 are not presented for the most bothersome situation due to differences in survey items.

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[36] Overall, 58% of Service members indicated they or their families experienced at least one racial/ethnic behavior in the 12 months before taking the survey. These Service members were asked to provide details of the one situation that was most bothersome to them.

[37] Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

[38] For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

[39] For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

Situations of Racial/Ethnic Harassment and Discrimination

This section includes detailed findings about the one situation that was considered most bothersome. First, these bothersome situations are classified in terms of the categories used in Chapter 3 (i.e., *Member Experiences of Harassment/Discrimination in the DoD Community*; *Member Experiences of Harassment/Discrimination in the Civilian Community*; *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment or Discrimination*; and all respective contributing factors). Second, the circumstances of the most bothersome situation are presented. These circumstances include whether the member's family or the member experienced the incident, the location where the incident occurred, whether the incident occurred during the performance of duties, and the frequency and duration of the incident.

Types of Racial/Ethnic Situations Experienced

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to provide details regarding the one situation that was most bothersome to them and/or their families. To determine the types of behaviors experienced, Service members were asked to first specify which behaviors occurred during the situation from a list that represented the same concepts measured by the overall racial/ethnic harassment and discrimination rates and contributing factor rates that were described in Chapter 3.[40] The types of racial/ethnic situations members identified as most bothersome to them are shown in Table 42.

The two most commonly identified types of behavior experienced during the most bothersome situation included offensive encounters with civilians around an installation (14%) and offensive encounters with military personnel, DoD/Service employees and/or contractors (11%). Within racial/ethnic groups, Blacks (15%), Hispanics (13%), and those of Two or More Races (15%) were more likely than Whites (9%) to indicate experiences of offensive encounters with military personnel, DoD/Service employees and/or contractors. Blacks (12%), Hispanics (9%), AIANs (11%), and Asians (10%) were more likely than Whites (5%) to indicate that the experience was assignment/career discrimination. Blacks were also more likely than Hispanics to indicate that the experience was assignment/career discrimination. Blacks (14%), Hispanics (9%), and Asians (11%) were more likely than Whites (5%) to indicate that the experience was evaluation discrimination. Blacks were also more likely than Hispanics and those of Two or More Races (8%) to indicate that the experience was evaluation discrimination. Blacks (5%) and Hispanics (4%) were more likely than Whites (2%) to indicate training/test score discrimination. Blacks (7%) were more likely than Whites (3%), Hispanics (4%), Asians (3%), and NHPIs (2%) to indicate undue punishment. Those of Two or More Races (22%) were more likely than Whites (13%), Hispanics (13%), AIANs (11%), and Asians (11%) to indicate that the experience was offensive encounters with civilians around an installation. Blacks (16%) were also more likely than Whites and Asians to indicate that the experience was offensive encounters with civilians around an installation. Blacks (7%) were more likely than Whites (4%) and Hispanics (5%) to indicate discrimination by service providers (e.g., stores, housing).

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[40] Excluding the overall incident rates for *Member Experiences of Harassment/Discrimination in the DoD Community*; *Member Experiences of Harassment/Discrimination in the Civilian Community*; and *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment or Discrimination*.

Table 42.
Types of Racial/Ethnic Behaviors in the One Situation, by Race/Ethnicity

What best describe(s) the situation that during the past 12 months has bothered you most?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors	11	9	15	13	15	13	17	15
Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors	3	2	3	3	3	3	8	6
Assignment/Career Discrimination	8	5	12	9	11	10	10	10
Evaluation Discrimination	8	5	14	9	9	11	10	8
Training/Test Scores Discrimination	3	2	5	4	4	4	6	5
Undue Punishment	4	3	7	4	6	3	2	5
Offensive Encounters With Civilians Around an Installation	14	13	16	13	11	11	17	22
Harm or Threat of Harm From Civilians Around an Installation	5	5	4	4	6	3	16	7
Discrimination by Service Providers	5	4	7	5	6	5	9	5
Safety Concerns	5	6	4	4	4	4	9	7
Other Racial/Ethnic-Related Experiences	4	4	5	4	6	5	9	8
Margins of Error	*±1*	*±1*	*±1-2*	*±2-3*	*±3-6*	*±2-3*	*±4-12*	*±4-6*

Note. WEOA2005 Question 51. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Circumstances in Which the One Situation Occurred

In this section, findings are presented about three characteristics of the one situation that was most bothersome: where the situation occurred, characteristics of the work setting in which the situation occurred, and the frequency and duration of the situation.

Location Where the One Situation Occurred

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to identify the locations of the one situation that was most bothersome. They could respond that it occurred at a military installation, in the local community around an installation, and/or at their permanent duty station. As the situation could

be either a single event or set of related events, Service members were asked to indicate if some, most, or all of the behaviors in the situation occurred at any of the three locations.[41]

The following sections present results for these questions overall by race/ethnicity, and also by Service, and paygrade. There were no differences found by deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service and paygrade were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. Overall, about one third (31-35%) of Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior indicated that some, most, or all of the behavior occurred at each location (Figure 19).

Figure 19.
Location Where the One Situation Occurred
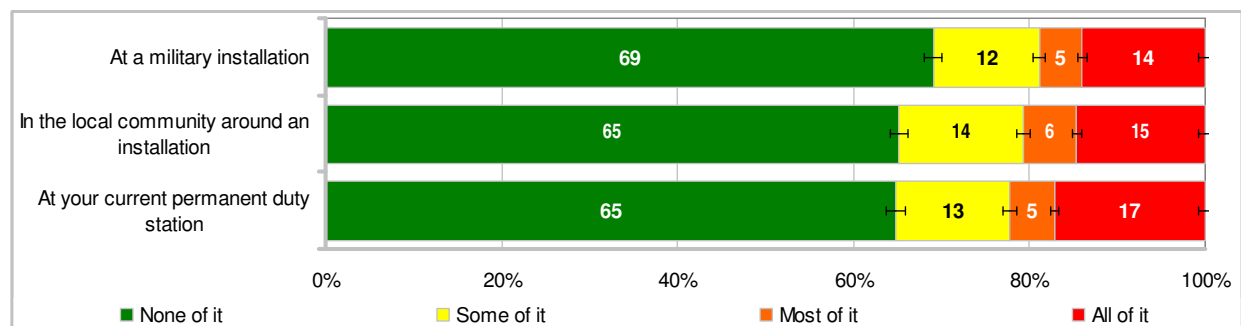
Margins of error range from ±1% to ±2%

As shown in Table 43, Blacks (35%), Hispanics (36%), Asians (35%), and those of Two or More Races (36%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than Whites (28%) to indicate that they experienced some, most, or all of the behaviors in the situation at a military installation.[42] Blacks (38%) and those of Two or More Races (41%) were more likely than Whites (34%) to indicate that they experienced some, most, or all of the behaviors in the situation in the local community around an installation. Blacks (40%), Hispanics (38%), AIANs (42%), and those of Two or More Races (40%) were more likely than Whites (32%) to indicate experiencing some, most, or all of the behaviors in the situation at their current duty station. Blacks were also more likely than Asians (34%) to indicate experiencing some, most, or all of the behaviors in the situation at their current duty station.

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[41] The locations where the situation occurred may not be mutually exclusive.

[42] Note that the percentage of AIANs and NHPIs who indicated that they experienced some, most, or all of the behaviors in the situation at a military installation was the same as or higher than the percentage for Blacks, Hispanics, Asians, and Those of Two or More Races. These percentages are not statistically different from Whites due to a higher margin of error for AIANs (±8) and NHPIs (±12). Similar situations occur elsewhere in this chapter where statistical significance is a function of margin of error, as well as magnitude of the percentage.

Table 43.
Location Where the One Situation Occurred, by Race/Ethnicity

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
At a military installation	31	28	35	36	36	35	37	36
In the local community around an installation	35	34	38	35	33	36	40	41
At your current permanent duty station	35	32	40	38	42	34	40	40
Margins of Error	*±2*	*±2*	*±3*	*±3*	*±8-9*	*±4*	*±12*	*±6-7*

Note. WEOA2005 Question 55. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Percentages are shown for Service members who responded some, most, or all of the behavior occurred at each location.

Service and Race/Ethnicity. Overall, Army (36%) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate some, most, or all of the behaviors in the situation took place at a military installation (Table 44), whereas Marine Corps and Air Force (both 26%) members were less likely. Similarly among Whites, Army (34%) members were more likely than Whites in the other Services to indicate some, most, or all of the behaviors in the situation took place at a military installation, whereas Marine Corps (22%) and Air Force (23%) members were less likely. Among Blacks, Army (39%) members were more likely than Blacks in the other Services to indicate some, most, or all of the behaviors in the situation took place at a military installation, whereas Air Force (29%) members were less likely. Among Asians, Army (35%) members were more likely than Asians in the other Services to indicate some, most, or all of the behaviors in the situation took place at a military installation.

Overall, Air Force (39%) members were more likely than members in the other Services to indicate some, most, or all of the behaviors in the situation took place in the local community, whereas Marine Corps (30%) members were less likely. Among Whites, Air Force (38%) members were more likely than Whites in the other Services to indicate some, most, or all of the behaviors in the situation took place in the community. Among Hispanics, Marine Corps (25%) members were less likely than Hispanics in the other Services to indicate some, most, or all of the behaviors in the situation took place in the community. Among Asians, Air Force (46%) members were more likely than Asians in the other Services to indicate some, most, or all of the behaviors in the situation took place in the community, whereas Navy (29%) members were less likely.

Overall and among Whites, Army (39% and 36%, respectively) members were more likely than members in the other Services to indicate some, most, or all of the behaviors in the situation took place at their current permanent duty station, whereas Marine Corps (29% and 25%, respectively) members were less likely.

Table 44.
Location Where the One Situation Occurred, by Race/Ethnicity and Service

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
At a military installation	Army	36	34	39	40	30	35	40	40
	Navy	30	27	33	36	42	30	NR	30
	USMC	26	22	33	31	38	32	NR	NR
	USAF	26	23	29	30	39	30	NR	42
In the local community around an installation	Army	35	33	38	36	31	40	NR	39
	Navy	33	32	36	36	31	29	NR	38
	USMC	30	30	31	25	35	34	NR	NR
	USAF	39	38	42	38	38	46	NR	41
At your current permanent duty station	Army	39	36	43	42	42	42	40	45
	Navy	33	31	37	38	46	31	NR	34
	USMC	29	25	37	32	35	29	NR	NR
	USAF	34	32	40	37	41	30	NR	35
Margins of Error		*±2-4*	*±3-6*	*±4-7*	*±5-7*	*±13-17*	*±7-11*	*±16-17*	*±10-12*

Note. WEOA2005 Question 55. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Percentages are shown for Service members who responded some, most, or all of the behavior occurred at each location. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall and among Whites, junior officers (26% and 22%, respectively) and senior officers (25% and 22%, respectively) who indicated that they and/or their families experienced at least one racial/ethnic behavior were less likely than members in the other paygrades to indicate some, most, or all of the behaviors in the situation took place at a military installation (Table 45).

Overall and among Whites, senior enlisted members (37% and 36%, respectively), junior officers (39% and 37%, respectively), and senior officers (both 47%) were more likely than members in the other paygrades to indicate some, most, or all of the behaviors in the situation took place in the local community, whereas junior enlisted members (30% and 28%, respectively) were less likely. Among Blacks, junior officers (45%) and senior officers (48%) were more likely than Blacks in the other paygrades to indicate some, most, or all of the behaviors in the situation took place in the local community, whereas junior enlisted members (33%) were less likely. Among Asians, junior enlisted members (27%) were less likely than Asians in the other paygrades to indicate some, most, or all of the behaviors in the situation took place in the local community.

Overall and among Whites, junior officers (30% and 27%, respectively) were less likely than members in the other paygrades to indicate some, most, or all of the behaviors in the situation took place at their current permanent duty station.

Table 45.
Location Where the One Situation Occurred, by Race/Ethnicity and Paygrade

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
At a military installation	E1-E4	33	29	37	37	39	35	NR	37
	E5-E9	31	29	33	34	29	35	33	36
	O1-O3	26	22	39	35	52	32	NR	39
	O4-O6	25	22	38	33	NR	29	NR	32
In the local community around an installation	E1-E4	30	28	33	31	26	27	NR	40
	E5-E9	37	36	39	38	39	41	NR	41
	O1-O3	39	37	45	37	41	43	NR	49
	O4-O6	47	47	48	38	NR	41	NR	53
At your current permanent duty station	E1-E4	36	32	41	39	47	37	NR	36
	E5-E9	36	34	40	38	36	32	31	44
	O1-O3	30	27	44	33	52	31	NR	42
	O4-O6	33	30	41	36	NR	32	NR	48
Margins of Error		±2-3	±2-3	±3-5	±4-8	±11-16	±6-9	±17	±10-15

Note. WEOA2005 Question 55. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Percentages are shown for Service members who responded some, most, or all of the behavior occurred at each location. NR indicates results are not reportable due to very small numbers of respondents.

Characteristics of the Work Setting in Which the One Situation Occurred

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to indicate if the one situation they found most bothersome occurred at their work location, during duty hours, in a situation where members of their specific racial/ethnic background are uncommon, or while deployed. As the situation could be either a single event or set of related events, the findings in this section focus on Service members who indicated that some, most, or all of the behaviors in the situation occurred at their work location, during duty hours, in a situation where members of their specific racial/ethnic background are uncommon, or while deployed.[43]

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[43] The characteristics of the work setting in which the situation occurred may not be mutually exclusive.

The following sections present results for these questions overall by race/ethnicity, and also by Service, and paygrade. There were no differences found by deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service and paygrade were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. Overall, between 14% and 28% of Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior indicated that some, most, or all of the behavior took place at their work location, during duty hours, in a situation where members of their specific racial/ethnic background are uncommon, or while deployed (Figure 20)

Figure 20.
Characteristics of the Work Setting in Which the One Situation Occurred
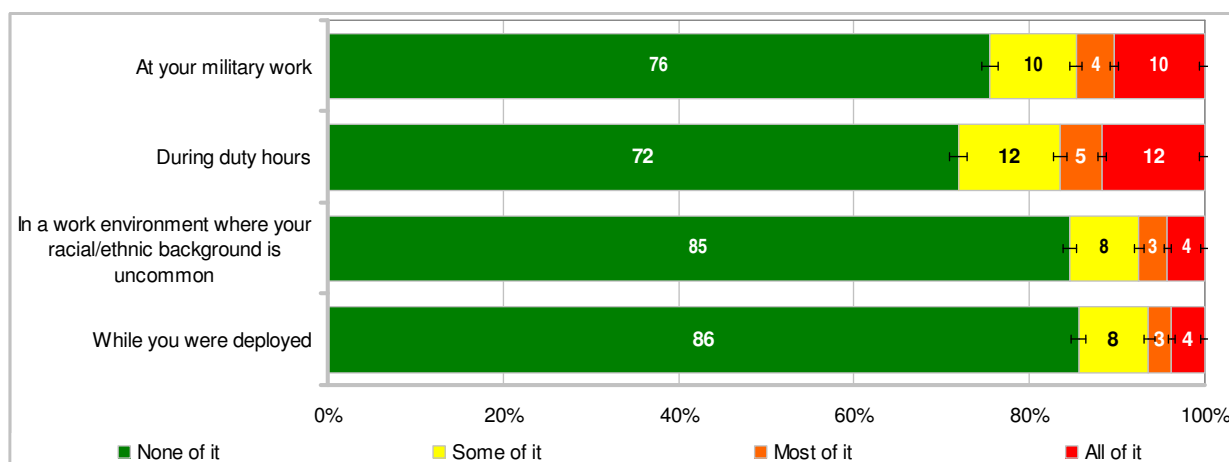
WEOA2005 Question 55   *Margins of error ±1%*

As shown in Table 46, Blacks (29%), Hispanics (29%), AIANs (36%), and Asians (28%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than Whites (21%) to indicate that they experienced some, most, or all of the behaviors in the situation at their military workplace. Blacks (33%), Hispanics (33%), and Asians (36%) were more likely than Whites (25%) to indicate that they experienced some, most, or all of the behaviors in the situation during duty hours. All racial/ethnic groups (21-30%) were more likely than Whites (10%) to indicate that they experienced some, most, or all of the behaviors in the situation where members of their racial/ethnic background were uncommon. Finally, Blacks (16%), Hispanics (19%), and Asians (18%) were more likely than Whites (12%) to indicate that they experienced some, most, or all of the behaviors in the situation while they were deployed.

Table 46.
Characteristics of the Work Setting in Which the One Situation Occurred, by Race/Ethnicity

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
At your military work (the place where you perform your military duties)	24	21	29	29	36	28	29	27
During duty hours	28	25	33	33	36	29	31	32
In a work environment where members of your racial/ethnic background are uncommon	15	10	22	21	26	26	30	22
While you were deployed	14	12	16	19	20	18	19	17
Margins of Error	*±1*	*±1-2*	*±2-3*	*±3*	*±8-9*	*±4*	*±11-12*	*±6*

Note. WEOA2005 Question 55. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Percentages are shown for Service members who responded some, most, or all of the behavior occurred for each characteristic.

Service and Race/Ethnicity. Overall and among Whites, Army (29% and 25%, respectively) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate some, most, or all of the behaviors in the situation took place at their military workplace, whereas Marine Corps (19% and 15%, respectively) and Air Force (19% and 17%, respectively) members were less likely (Table 47). Among Blacks, Army (33%) members were more likely than Blacks in the other Services to indicate some, most, or all of the behaviors in the situation took place at their military workplace, whereas Air Force (22%) members were less likely. Among Hispanics, Air Force (23%) members were less likely than Hispanics in the other Services to indicate some, most, or all of the behaviors in the situation took place at their military workplace.

Overall and among Whites, Army (34% and 31%, respectively) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate some, most, or all of the behaviors in the situation took place during duty hours, whereas Marine Corps (22% and 18%, respectively) and Air Force (23% and 21%, respectively) members were less likely. Among Blacks, Army (38%) members were more likely than Blacks in the other Services to indicate some, most, or all of the behaviors in the situation took place during duty hours, whereas Air Force (27%) members were less likely. Among Hispanics, Air Force (26%) members were less likely than Hispanics in the other Services to indicate some, most, or all of the behaviors in the situation took place during duty hours.

Table 47.

Characteristics of the Work Setting in Which the One Situation Occurred, by Race/Ethnicity and Service

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
At your military work (the place where you perform your military duties)	Army	29	25	33	33	36	33	33	28
	Navy	26	23	29	33	42	27	NR	27
	USMC	19	15	27	25	30	27	NR	NR
	USAF	19	17	22	23	28	24	NR	29
During duty hours	Army	34	31	38	37	35	36	36	35
	Navy	28	25	32	35	38	27	NR	28
	USMC	22	18	30	28	36	28	NR	NR
	USAF	23	21	27	26	34	24	NR	34
In a work environment where members of your racial/ethnic background are uncommon	Army	19	13	24	22	21	31	39	24
	Navy	16	11	23	23	33	26	NR	15
	USMC	13	8	23	16	30	24	NR	NR
	USAF	11	7	17	19	24	18	NR	23
While you were deployed	Army	18	17	18	22	16	20	21	21
	Navy	18	15	19	23	31	21	NR	19
	USMC	12	8	16	20	23	21	NR	5
	USAF	6	5	9	7	NR	8	NR	10
Margins of Error		±1-4	±2-5	±3-7	±4-8	±11-17	±5-11	±17	±8-12

Note. WEOA2005 Question 55. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Percentages are shown for Service members who responded some, most, or all of the behavior occurred for each characteristic. NR indicates results are not reportable due to very small numbers of respondents.

Overall and among Whites, Army (19% and 13%, respectively) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate some, most, or all of the behaviors in the situation took place in a work environment where members of their racial/ethnic background are uncommon, whereas Air Force (11% and 7%, respectively) members were less likely. Among Blacks, Air Force (17%) members were less likely than Blacks in the other Services to indicate some, most, or all of the behaviors in the situation took place in a work environment where members of their racial/ethnic background are uncommon. Among Hispanics, Marine Corps (16%) members were less likely than Hispanics in the other Services to indicate some, most, or all of the behaviors in the situation took place in a work environment where members of their racial/ethnic background are uncommon. Among Asians, Air Force (18%) members were less likely than Asians in the other Services to indicate some, most, or all of the behaviors in the

situation took place in a work environment where members of their racial/ethnic background are uncommon.

Overall and among Whites, Army (18% and 17%, respectively) and Navy (18% and 15%, respectively) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate some, most, or all of the behaviors in the situation took place while they were deployed, whereas Air Force (6% and 5%, respectively) members were less likely. Among Blacks, Hispanics, and Asians, Air Force (9%, 7%, and 8%, respectively) members were less likely than Blacks, Hispanics, and Asians in the other Services to indicate some, most, or all of the behaviors in the situation took place while they were deployed. Among those of Two or More Races, Marine Corps (5%) members were less likely than those in the other Services to indicate some, most, or all of the behaviors in the situation took place while they were deployed.

Paygrade and Race/Ethnicity. Overall, junior enlisted members (28%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other paygrades to indicate some, most, or all of the behaviors in the situation took place at their military workplace, whereas senior enlisted members (23%), junior officers (21%), and senior officers (17%) were less likely (Table 48). Among Whites, junior enlisted members (23%) were more likely than Whites in the other paygrades to indicate some, most, or all of the behaviors in the situation took place at their military workplace, whereas junior officers (17%) and senior officers (15%) were less likely. Among Blacks, junior enlisted members (35%) were more likely than Blacks in the other paygrades to indicate some, most, or all of the behaviors in the situation took place at their military workplace, whereas senior enlisted members (26%) were less likely. Among Hispanics, junior enlisted members (33%) were more likely than Hispanics in the other paygrades to indicate some, most, or all of the behaviors in the situation took place at their military workplace, whereas senior officers (20%) were less likely. Among AIANs, senior officers (7%) were less likely than AIANs in the other paygrades to indicate some, most, or all of the behaviors in the situation took place at their military workplace.

Overall, junior enlisted members (30%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other paygrades to indicate some, most, or all of the behaviors in the situation took place during duty hours, whereas junior officers (25%) and senior officers (23%) were less likely. Among Whites, junior officers (21%) and senior officers (20%) were less likely than Whites in the other paygrades to indicate some, most, or all of the behaviors in the situation took place during duty hours. Among AIANs, senior officers (16%) were less likely than AIANs in the other paygrades to indicate some, most, or all of the behaviors in the situation took place during duty hours.

Overall and among Whites, junior enlisted members (18% and 12%, respectively) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other paygrades to indicate some, most, or all of the behaviors in the situation took place in a work environment where members of their racial/ethnic background are uncommon, whereas junior officers (12% and 7%, respectively) and senior officers (9% and 5%, respectively) were less likely. Among Blacks, junior enlisted members (27%) were more likely than Blacks in the other paygrades to indicate some, most, or all of the

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behaviors in the situation took place in a work environment where members of their racial/ethnic background are uncommon, whereas senior enlisted members (19%) were less likely.

Table 48.
Characteristics of the Work Setting in Which the One Situation Occurred, by Race/Ethnicity and Paygrade

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
At your military work (the place where you perform your military duties)	E1-E4	28	23	35	33	43	31	31	29
	E5-E9	23	21	26	26	29	27	27	24
	O1-O3	21	17	32	29	35	25	NR	30
	O4-O6	17	15	27	20	7	22	NR	26
During duty hours	E1-E4	30	26	36	35	42	31	33	30
	E5-E9	28	25	31	31	29	28	30	34
	O1-O3	25	21	37	33	43	28	NR	38
	O4-O6	23	20	34	28	16	27	NR	30
In a work environment where members of your racial/ethnic background are uncommon	E1-E4	18	12	27	20	32	29	26	23
	E5-E9	15	10	19	22	19	23	NR	21
	O1-O3	12	7	27	23	29	25	NR	25
	O4-O6	9	5	25	18	17	24	NR	22
While you were deployed	E1-E4	15	11	21	20	22	18	NR	21
	E5-E9	15	14	14	19	18	21	17	13
	O1-O3	11	10	13	12	19	13	NR	13
	O4-O6	8	7	10	10	10	6	NR	12
Margins of Error		±2-3	±2-4	±3-5	±4-7	±7-18	±5-9	±16-18	±8-16

Note. WEOA2005 Question 55. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Percentages are shown for Service members who responded some, most, or all of the behavior occurred for each characteristic. NR indicates results are not reportable due to very small numbers of respondents.

Overall, junior officers (11%) and senior officers (8%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were less likely than members in the other paygrades to indicate some, most, or all of the behaviors in the situation took place while they were deployed. Among Whites, senior enlisted members (14%) were more likely than Whites in the other paygrades to indicate some, most, or all of the behaviors in the situation took place while they were deployed, whereas junior officers (10%) and senior officers (7%) were less likely. Among Blacks, junior enlisted members (21%) were more likely than Blacks in the other paygrades to indicate some, most, or all of the behaviors in the situation took place while they were deployed, whereas senior enlisted members (14%) and senior officers (10%) were less

likely.[44] Among Hispanics, junior officers (12%) and senior officers (10%) were less likely than Hispanics in the other paygrades to indicate some, most, or all of the behaviors in the situation took place while they were deployed. Among Asians, senior officers (6%) were less likely than Asians in the other paygrades to indicate some, most, or all of the behaviors in the situation took place while they were deployed.

Frequency and Duration of the One Situation

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to indicate the frequency with which the one situation that was most bothersome occurred and how long the situation lasted. They could respond that it occurred once, occasionally, or frequently. They could also indicate that it lasted less than a week, one week to less than six months, or six months or more.

The following sections present results for these questions overall by race/ethnicity, and also by Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. Overall, 62% of Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior indicated the behavior(s) in the most bothersome situation happened once, 32% experienced it occasionally, and 7% experienced it frequently (Table 49). There were no differences found by race/ethnicity in the percentage of Service members who indicated the behavior(s) in the situation happened once. Hispanics (35%) were more likely than Whites (30%) to indicate that the behavior(s) happened occasionally. NHPIs (1%) were less likely than Whites (7%), Blacks (7%), Hispanics (4%), AIANs (7%), Asians (4%), and those of Two or More Races to indicate that the behavior(s) in the situation happened frequently. Hispanics and Asians were also less likely than Whites and Blacks to indicate the behavior(s) happened frequently.

As shown in Table 49, overall, 66% of Service members indicated the situation lasted less than one week, 16% indicated it lasted more than a week but less than six months, and 19% indicated it lasted more than six months. Whites (68%) were more likely than Blacks (62%) or Hispanics (63%) to indicate that the most bothersome situation lasted less than one week. Similarly, Asians (70%) were more likely than Blacks, Hispanics and those of Two or More Races (60%) to indicate the situation lasted less than one week. Conversely, Blacks (20%) were more likely than Whites (13%), Asians (14%), or NHPIs (11%) to indicate the situation lasted for more than one week but less than six months. Hispanics (20%) were more likely than Whites or NHPIs to indicate the situation lasted for more than one week but less than six months. Service members of Two or More Races (25%) were more likely than Asians (16%) to indicate the situation was more than six months in duration.

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[44] Note that the percentage of Black junior officers (13%) indicating some, most, or all of the behaviors in the situation occurred while they were deployed was lower than that of Black senior enlisted members (14%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for junior officers (±3).

Table 49.
Frequency and Duration of the One Situation, by Race/Ethnicity

Frequency and Duration of Incident	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
During the course of the situation, how often did the event(s) occur?								
Once	62	63	59	61	60	65	67	55
Occasionally	32	30	33	35	33	31	32	36
Frequently	7	7	7	4	7	4	1	9
Margins of Error	*±2*	*±1-2*	*±2-3*	*±2-4*	*±4-9*	*±3-5*	*±2-13*	*±5-7*
How long did this situation last, or if continuing, how long has it been going on?								
Less than 1 week	66	68	62	63	66	70	70	60
One week to less than six months	16	13	20	20	14	14	11	16
Six months or more	19	19	18	17	20	16	20	25
Margins of Error	*±1-2*	*±1-2*	*±2-3*	*±2-4*	*±3-9*	*±2-5*	*±1-13*	*±4-7*

Note. WEOA2005 Questions 61 and 62. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Service and Race/Ethnicity. Overall and among Whites, Army (both 59%) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were less likely than members in the other Services to indicate the behavior(s) in the situation happened once (Table 50). Overall, Army (8%) members were more likely than members in the other Services to indicate the behavior(s) occurred frequently.

Overall, Marine Corps (72%) and Air Force (68%) members were more likely than members in the other Services to indicate the situation lasted less than one week (Table 50). Army (18%) members were more likely than members in the other Services to indicate the situation lasted one week to less than six months, whereas Air Force (12%) members were less likely. Also overall, Army (21%) members were more likely than those in the other Services to indicate the situation continued for six months or more, whereas Marine Corps (14%) members were less likely. Among Whites and Blacks, Air Force (11% and 15%, respectively) members, were less likely than members in the other Services in their respective racial/ethnic groups to indicate the situation lasted one week to less than six months. Among Whites, Marine Corps (13%) members were less likely than Whites in the other Services to indicate the situation lasted at least six months. Among Blacks, Army (21%) members were more likely than Blacks in the other Services to indicate the situation lasted at least six months.

Table 50.
Frequency and Duration of the One Situation, by Race/Ethnicity and Service

Frequency and Duration of Incident		Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
During the course of the situation, how often did the event(s) occur?									
Once	Army	59	59	58	58	70	58	NR	54
	Navy	62	64	59	61	NR	66	NR	56
	USMC	66	68	65	62	NR	69	NR	NR
	USAF	64	64	61	63	NR	69	NR	56
Occasionally	Army	33	32	34	35	24	35	NR	40
	Navy	32	29	34	37	NR	31	NR	33
	USMC	29	26	30	36	34	29	NR	19
	USAF	31	30	32	33	NR	27	NR	36
Frequently	Army	8	8	9	6	6	7	1	6
	Navy	6	6	7	3	8	3	NR	12
	USMC	5	6	5	2	11	1	NR	NR
	USAF	6	6	6	4	4	3	3	8
Margins of Error		*±2-5*	*±2-7*	*±3-8*	*±2-9*	*±6-14*	*±4-10*	*±2-11*	*±9-12*
How long did this situation last, or if continuing, how long has it been going on?									
Less than 1 week	Army	62	65	56	60	68	63	NR	59
	Navy	66	67	65	61	68	72	NR	60
	USMC	72	74	67	70	NR	72	NR	NR
	USAF	68	69	68	66	78	75	NR	59
One week to less than six months	Army	18	15	23	20	14	18	11	16
	Navy	16	13	20	23	8	15	NR	15
	USMC	14	13	20	14	NR	15	NR	9
	USAF	12	11	15	17	7	9	NR	19
Six months or more	Army	21	20	21	20	18	19	NR	25
	Navy	18	20	15	15	24	14	NR	25
	USMC	14	13	13	16	22	13	NR	NR
	USAF	19	20	16	17	15	16	NR	22
Margins of Error		*±1-5*	*±2-7*	*±2-8*	*±1-9*	*±3-18*	*±1-10*	*±1-14*	*±4-18*

Note. WEOA2005 Questions 61 and 62. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall and among Whites, junior officers (66% and 68%, respectively) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other paygrades to indicate the behavior(s) in the situation occurred once (Table 51).

Overall and among Whites, junior officers (72% and 74%, respectively) were more likely than members in the other paygrades to indicate the most bothersome situation lasted less than one week (Table 51). Overall and among Whites, junior enlisted members (17% and 16%, respectively) were more likely than members in the other paygrades to indicate the most bothersome situation lasted one week to less than six months, whereas junior officers (12% and 10%, respectively) and senior officers (12% and 10%, respectively) were less likely. Similarly overall and among Whites, junior officers (both 16%) were less likely than members in the other paygrades to indicate the situation continued six months or more, whereas White senior enlisted members (21%) were more likely.

Table 51.
Frequency and Duration of the One Situation, by Race/Ethnicity and Paygrade

Frequency and Duration of Incident	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
During the course of the situation, how often did the event(s) occur?									
Once	E1-E4	62	64	56	60	60	70	83	55
	E5-E9	61	61	62	61	63	59	NR	55
	O1-O3	66	68	57	62	42	68	NR	66
	O4-O6	62	63	59	65	NR	65	NR	46
Occasionally	E1-E4	31	28	35	35	32	26	17	35
	E5-E9	33	31	32	36	34	37	NR	36
	O1-O3	30	28	37	34	NR	26	NR	28
	O4-O6	33	32	36	31	NR	32	NR	42
Frequently	E1-E4	7	8	9	5	8	4	<1	9
	E5-E9	6	7	7	4	4	4	1	9
	O1-O3	5	4	6	5	NR	5	NR	6
	O4-O6	5	5	5	4	6	3	NR	NR
Margins of Error		*±1-3*	*±2-4*	*±2-6*	*±2-8*	*±5-14*	*±4-11*	*±2-15*	*±8-16*

Table continued on next page.

Table 51. (continued)

Frequency and Duration of Incident	Pay grade	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
How long did this situation last, or if continuing, how long has it been going on?									
Less than 1 week	E1-E4	65	67	60	63	64	71	79	61
	E5-E9	65	67	63	62	70	68	NR	56
	O1-O3	72	74	64	65	NR	73	NR	72
	O4-O6	68	69	61	71	NR	70	NR	NR
One week to less than six months	E1-E4	17	16	22	20	15	14	13	17
	E5-E9	15	12	20	20	13	15	9	16
	O1-O3	12	10	19	18	14	14	NR	12
	O4-O6	12	10	20	16	11	10	NR	NR
Six months or more	E1-E4	18	17	19	17	20	14	8	22
	E5-E9	20	21	17	18	17	16	NR	29
	O1-O3	16	16	16	17	NR	13	NR	16
	O4-O6	20	21	19	13	18	20	NR	NR
Margins of Error			±1-3	±2-4	±2-6	±2-8	±2-16	±2-11	±1-17	±4-17

Note. WEOA2005 Questions 61 and 62. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Deployment and Race/Ethnicity. Among those of Two or More Races, those who had not been deployed (19%) were more likely than those who had been deployed (6%) to indicate the most bothersome situation lasted one week to less than six months (Table 52). There were no other differences found by deployment status overall or within racial/ethnic groups in the frequency or duration of the most bothersome situation.

Table 52.
Frequency and Duration of the One Situation, by Race/Ethnicity and Deployment Status

Frequency and Duration of Incident	Deploy Status	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
During the course of the situation, how often did the event(s) occur?									
Once	Deploy	61	63	57	56	65	66	NR	57
	Not-Dep	62	63	60	62	58	64	65	55
Occasionally	Deploy	33	30	35	40	27	29	NR	35
	Not-Dep	31	30	33	34	35	32	33	36
Frequently	Deploy	6	7	8	4	7	5	1	NR
	Not-Dep	7	7	7	4	7	4	1	9
Margins of Error		*±1-3*	*±2-4*	*±2-6*	*±2-8*	*±5-14*	*±3-11*	*±3-16*	*±6-16*
How long did this situation last, or if continuing, how long has it been going on?									
Less than 1 week	Deploy	64	66	61	61	78	68	NR	66
	Not-Dep	66	68	62	64	62	71	70	58
One week to less than six months	Deploy	15	14	20	18	7	14	NR	6
	Not-Dep	16	13	20	20	17	15	7	19
Six months or more	Deploy	21	21	19	21	14	18	NR	28
	Not-Dep	18	19	18	16	22	15	23	23
Margins of Error		*±1-3*	*±1-4*	*±2-6*	*±2-9*	*±3-13*	*±2-11*	*±1-16*	*±4-16*

Note. WEOA2005 Questions 61 and 62. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Characteristics of the Offenders in the One Situation

Members describing the one situation that was most bothersome also provided information on the offender's racial/ethnic background, military or civilian status, and organizational level. It is important to note that these findings may be affected by the racial, ethnic, gender, and other demographic characteristics of the Services, the civilian population in the local community, and persons of diverse cultural backgrounds in deployed locations. Groups more heavily represented in these populations will have proportionately more chances to interact with Service members than groups with lesser representation, which means these groups will have more opportunities for committing racial/ethnic harassment and/or discrimination. Therefore, care must be taken when interpreting these findings.

Race/Ethnic Background of the Offenders in the One Situation

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to identify the racial/ethnic background of the offender(s) in the one situation that was most bothersome. At least three factors complicate the interpretation

of these findings. First, findings in this section are shaped by the racial representation of each Service, the Services as a whole, and the U.S. population. In particular, the Services' racial/ethnic composition influences the data on whether offender(s) belonged to a specific racial/ethnic group. Members are probably less likely to harass or discriminate against others of their own racial/ethnic group.

An additional consideration, there may have been more than one offender, and all offenders may not have been of the same racial/ethnic group. Survey respondents could mark the races of *all* offender(s). Some may have had difficulty determining a racial/ethnic group for the offender(s) either because the offender was unseen or because they could not identify the race/ethnicity of a known offender. Finally, for some offenders (particularly those of mixed racial/ethnic backgrounds), their racial/ethnic identity may or may not be congruent with the race/ethnicity to which the survey respondent assigned that individual.

The following sections present results for these questions overall by race/ethnicity, and also by Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. As shown in Table 53, the majority of Service members overall who indicated that they and/or their families experienced at least one racial/ethnic behavior indicated the offender in the most bothersome situation was White (64%). Blacks (87%), Hispanics (78%), AIANs (69%), Asians (83%), NHPI (90%), and those of Two or More Races (72%) were more likely than Whites (48%) to indicate the offender was White. In addition, Blacks were more likely than Hispanics, AIANs, and those of Two or More Races to indicate the offender was White. Similarly, NHPIs were more likely than AIANs and those of Two or More Races to indicate the offender was White.

Overall, 47% of Service members indicated the offender in the most bothersome situation was Black. Whites (58%) were more likely than Blacks (23%), Hispanics (39%), AIANs (37%), or Asians (46%) to indicate the offender was Black. Similarly, Hispanics, Asians, and those of Two or More Races (47%) were more likely than Blacks to indicate the offender was Black.

AIANs (22%) were more likely than Blacks (4%) to indicate the offender was NHPI.

There were no differences found by race/ethnicity in the percentage of Service members who indicated experiencing racial/ethnic situations committed by AIANs, Asians, or Hispanic offenders.

Table 53.
Race/Ethnic Background of the Offender in the One Situation, by Race/Ethnicity

What was the race/ethnic background of the offender(s)?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
White	64	48	87	78	69	83	90	72
Black or African American	47	58	23	39	37	46	NR	47
American Indian or Alaska Native	3	2	4	2	8	3	2	2
Asian	13	12	12	12	14	15	NR	23
Native Hawaiian or other Pacific Islander	6	6	4	6	22	5	NR	5
Spanish/Hispanic/Latino	24	25	21	23	22	28	NR	26
Margins of Error	*±1-3*	*±2-3*	*±3-4*	*±2-7*	*±11-18*	*±5-8*	*±5-15*	*±5-11*

Note. WEOA2005 Question 59. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Columns do not sum to 100% because Service members could mark one or more racial/ethnic categories indicated the background of the offender or offenders.

Service and Race/Ethnicity. Overall, Air Force (70%) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate the offender in the most bothersome situation was White (Table 54). Army (52%) members were more likely than members in the other Services to indicate the offender was Black, whereas Air Force (42%) members were less likely.[45] Navy members (18%) were more likely than members in the other Services to indicate the offender was Asian, whereas Army (9%) members were less likely. Air Force (19%) members were less likely than members in the other Services to indicate the offender was Hispanic.

Among Whites, Air Force (59%) members were more likely than Whites in the other Services to indicate the offender was White. Whites in the Army (68%) were more likely than Whites in the other Services to indicate the offender was Black, whereas Whites in the Air Force (48%) were less likely. Whites in the Marine Corps (<1%) were less likely than Whites in the other Services to indicate the offender was AIAN. Whites in the Navy (17%) were more likely than Whites in the other Services to indicate the offender was Asian, whereas Whites in the Army (8%) were less likely.

Among Blacks, Navy (19%) members were more likely than Blacks in the other Services to indicate the offender was Asian. Among Hispanics, Marine Corps (23%) members were less likely than Hispanics in the other Services to indicate the offender was Black. Hispanics in the

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[45] Note that the percentage of members in the Marine Corps (39%) indicating the offender was Black was the lowest of each of the Services. The percentage is not statistically different from the average of the other Services due to a higher margin of error for Marine Corps (±9) members.

Air Force (12%) were less likely than Hispanics in the other Services to indicate the offender was also Hispanic. Among AIANs, Air Force (2%) members were less likely than AIANs in the other Services to indicate the offender was Asian. Among Asians, Marine Corps (97%) members were more likely than Asians in the other Services to indicate the offender was White.

Table 54.
Race/Ethnic Background of the Offender in the One Situation, by Race/Ethnicity and Service

What was the race/ethnic background of the offender(s)?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
White	Army	62	44	84	74	NR	82	NR	NR
	Navy	63	44	89	75	NR	83	NR	80
	USMC	62	42	91	84	61	97	NR	NR
	USAF	70	59	90	84	NR	76	NR	76
Black or African American	Army	52	68	24	41	NR	51	NR	NR
	Navy	46	56	22	47	NR	46	NR	NR
	USMC	39	50	21	23	44	45	NR	NR
	USAF	42	48	25	32	NR	40	NR	56
American Indian or Alaska Native	Army	2	2	2	2	NR	1	1	<1
	Navy	3	3	4	3	NR	NR	NR	NR
	USMC	1	<1	2	4	NR	NR	NR	NR
	USAF	4	3	7	1	2	3	NR	6
Asian	Army	9	8	9	8	5	13	NR	NR
	Navy	18	17	19	19	NR	17	NR	NR
	USMC	12	13	10	12	26	20	NR	NR
	USAF	12	13	8	10	2	11	NR	17
Native Hawaiian or other Pacific Islander	Army	6	7	5	6	NR	4	NR	NR
	Navy	7	8	3	10	NR	6	NR	NR
	USMC	4	3	5	3	9	11	NR	NR
	USAF	5	6	2	4	NR	4	NR	9
Spanish/Hispanic/Latino	Army	25	26	22	27	20	29	NR	NR
	Navy	23	24	24	19	NR	25	NR	NR
	USMC	31	33	15	NR	NR	NR	NR	NR
	USAF	19	21	18	12	11	22	4	20
Margins of Error			±1-14	±5-14	±4-10	±5-16	±4-16	±5-11	±2-16

Note. WEOA2005 Question 59. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Columns do not sum to 100% because Service members could mark one or more racial/ethnic categories indicated the background of the offender or offenders.

Paygrade and Race/Ethnicity. Overall, junior enlisted members (51%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other paygrades to indicate the offender in the most bothersome situation was Black (Table 55), whereas junior and senior officers (37% and 34%, respectively) were less likely. Similarly, junior enlisted members (4%) were more likely than members in the other paygrades to indicate the offender was AIAN, whereas junior and senior officers (both 1%) were less likely. Junior and senior officers (both 4%) were less likely than members in the other paygrades to indicate the offender was NHPI. Junior enlisted members (30%) were also more likely than those in the other paygrades to indicate the offender was Hispanic, whereas junior officers (16%) and senior officers (15%) were less likely.

Among Whites, senior officers (58%) were more likely than Whites in the other paygrades to indicate the offender in the most bothersome situation was White. White junior officers (47%) and senior officers (41%) were less likely than Whites in the other paygrades to indicate the offender was Black. White junior and senior officers (both 1%) were also less likely than Whites in the other paygrades to indicate the offender was AIAN. White junior enlisted members (31%) were more likely than Whites in the other paygrades to indicate the offender was Hispanic, whereas White junior officers (18%) and senior officers (17%) were less likely.

Among Blacks, junior officers (93%) and senior officers (94%) were more likely than Blacks in the other paygrades to indicate the offender in the most bothersome situation was White. Black junior enlisted members (33%) were more likely than Blacks in the other paygrades to indicate the offender was Black, whereas Black junior officers (47%) and senior officers (41%) were less likely. Black junior enlisted members (9%) were also more likely than Blacks in the other paygrades to indicate the offender was AIAN, whereas Black senior enlisted members (1%) and junior and senior officers (both <1%) were less likely. Black senior officers (4%) were less likely than Blacks in the other paygrades to indicate the offender was Asian. Similarly, Black senior officers (7%) were less likely than Blacks in the other paygrades to indicate the offender was Hispanic.

Among Hispanics, junior officers (90%) were more likely than Hispanics in the other paygrades to indicate the offender in the most bothersome situation was White. Hispanic junior officers (25%) and senior officers (23%) were less likely than Hispanics in the other paygrades to indicate the offender was Black. Hispanic junior officers (2%) were less likely than those in the other paygrades to indicate the offender was NHPI. Hispanic junior officers (11%) were also less likely than those in the other paygrades to indicate the offender was Hispanic.

Asian junior officers (26%) and senior officers (25%) were less likely than Asians in the other paygrades to indicate the offender in the most bothersome situation was Black. Asian junior officers (11%) were also less likely than Asians in the other paygrades to indicate the offender was Hispanic.

Among Service members of Two or More Races, junior officers (90%) were more likely than those in the other paygrades to indicate the offender in the most bothersome situation was White. Senior officers of Two or More Races (17%) were less likely than those in the other paygrades to indicate the offender was Black.

Table 55.
Race/Ethnic Background of the Offender in the One Situation, by Race/Ethnicity and Paygrade

What was the race/ethnic background of the offender(s)?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
White	E1-E4	63	47	87	79	NR	81	NR	69
	E5-E9	65	46	87	75	79	83	NR	73
	O1-O3	67	52	93	90	81	85	NR	90
	O4-O6	66	58	94	82	NR	78	NR	NR
Black or African American	E1-E4	51	61	33	37	NR	59	NR	NR
	E5-E9	46	60	20	42	30	45	NR	39
	O1-O3	37	47	10	25	18	26	NR	NR
	O4-O6	34	41	11	23	NR	25	NR	17
American Indian or Alaska Native	E1-E4	4	3	9	3	NR	7	NR	NR
	E5-E9	2	2	1	1	NR	2	1	NR
	O1-O3	1	1	<1	3	2	1	NR	1
	O4-O6	1	1	<1	NR	NR	NR	NR	NR
Asian	E1-E4	13	11	13	14	17	13	NR	NR
	E5-E9	13	14	12	11	NR	18	NR	18
	O1-O3	10	11	7	7	8	11	NR	13
	O4-O6	9	11	4	6	NR	5	NR	NR
Native Hawaiian or other Pacific Islander	E1-E4	7	8	5	4	NR	6	NR	4
	E5-E9	6	6	3	9	NR	6	NR	6
	O1-O3	4	4	4	2	NR	2	NR	NR
	O4-O6	4	4	3	3	NR	NR	NR	NR
Spanish/Hispanic/Latino	E1-E4	30	31	26	29	27	41	NR	NR
	E5-E9	21	23	20	19	13	24	NR	22
	O1-O3	16	18	15	11	NR	11	NR	10
	O4-O6	15	17	7	12	NR	12	NR	NR
Margins of Error			±1-5	±1-6	±2-9	±3-13	±9-18	±3-16	±4	±7-18

Note. WEOA2005 Question 59. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Columns do not sum to 100% because Service members could mark one or more racial/ethnic categories indicated the background of the offender or offenders.

Deployment and Race/Ethnicity. Among Whites, Service members who had been deployed (3%) in the 12 months prior to the survey were less likely than Whites who had not been deployed (7%) to indicate the offender in the most bothersome situation was NHPI (Table 56). Both overall and within racial/ethnic groups, there were no other differences found by deployment status in the race/ethnicity of the offender in the most bothersome situation.

Table 56.
Race/Ethnic Background of the Offender in the One Situation, by Race/Ethnicity and Deployment Status

What was the race/ethnic background of the offender(s)?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
White	Deploy	61	42	89	80	NR	90	NR	NR
	Not-Dep	65	50	87	77	69	80	NR	76
Black or African American	Deploy	50	62	26	37	NR	NR	NR	NR
	Not-Dep	46	57	23	39	44	47	NR	44
American Indian or Alaska Native	Deploy	3	3	7	1	2	3	NR	NR
	Not-Dep	3	2	3	3	NR	3	1	3
Asian	Deploy	11	9	13	12	NR	12	NR	NR
	Not-Dep	13	13	11	12	17	15	NR	24
Native Hawaiian or other Pacific Islander	Deploy	5	3	9	8	NR	1	NR	NR
	Not-Dep	6	7	3	6	NR	7	NR	5
Spanish/Hispanic/Latino	Deploy	28	29	27	30	NR	NR	NR	NR
	Not-Dep	23	24	19	21	24	28	NR	28
Margins of Error		±1-6	±2-8	±2-11	±3-16	±7-17	±5-16	±5	±6-12

Note. WEOA2005 Question 59. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Columns do not sum to 100% because Service members could mark one or more racial/ethnic categories indicated the background of the offender or offenders.

Military or Civilian Status of the Offenders in the One Situation

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to identify the affiliation of the offender(s) in the one situation that was most bothersome. They could indicate that the offender(s) were other military members, DoD or Service civilian employees, DoD or Service civilian contractors, or persons from the local community. Results are grouped by offender's status as military only, civilian only, or both military and civilian.

The following sections present results for these questions overall by race/ethnicity, and also by Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. Overall, half (51%) of Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior indicated the offender(s) in the one situation that was most bothersome was military (Table 57). About one third (30%) indicated the offender(s) was civilian, with 19% indicating the offenders were both military and civilian. Hispanics (59%) were more likely than Whites (49%) or those of Two or More Races (40%) to indicate the offender(s) was military. Asians (57%) were also more likely than those of Two or More Races to indicate the offender(s) was military. Whites (33%) were more likely than Hispanics (23%) or AIANs (18%) to indicate the offender(s) was civilian. Blacks (28%) and those of Two or More Races (37%) were also more likely than AIANs to indicate the offender(s) was civilian. There were no differences found among racial/ethnic groups in the percentages who indicated the offenders were both military and civilian.

Table 57.
Military or Civilian Status of the Offender in the One Situation, by Race/Ethnicity

What was the status of the offender(s)?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Military Versus Civilian Status								
Military only	51	49	51	59	51	57	NR	40
Civilian only	30	33	28	23	18	25	NR	37
Both military and civilian	19	18	21	18	31	18	NR	23
Margins of Error	±2	±3	±4-5	±4-6	±9-15	±7-8	--	±9-11

Note. WEOA2005 Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall and among Whites, Army (54% and 58%, respectively) members were more likely than members in the other Services to indicate the offender(s) in the most bothersome situation was military only (Table 58). Overall and among Whites, Air Force (39% and 44%, respectively) members were more likely than members in the other Services to indicate the offender(s) in the most bothersome situation was civilian only.

Table 58.
Military or Civilian Status of the Offender in the One Situation, by Race/Ethnicity and Service

What was the status of the offender(s)?		Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Military Versus Civilian Status									
Military only	Army	54	58	48	57	NR	63	NR	NR
	Navy	54	51	57	60	NR	57	NR	42
	USMC	49	41	55	65	NR	64	NR	NR
	USAF	43	38	46	54	NR	47	NR	44
Civilian only	Army	26	25	28	24	18	22	NR	NR
	Navy	27	30	25	22	18	22	NR	27
	USMC	33	39	25	19	NR	13	NR	NR
	USAF	39	44	35	29	10	40	NR	34
Both military and civilian	Army	20	17	24	20	NR	15	NR	21
	Navy	19	19	18	17	NR	21	NR	32
	USMC	19	20	21	16	24	23	NR	NR
	USAF	18	17	19	17	NR	13	NR	23
Margins of Error			±3-9	±5-14	±6-14	±8-13	±10-18	±10-14	--	±15-18

Note. WEOA2005 Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Junior enlisted members overall (62%) and among Whites (62%), Blacks (61%), Hispanics (67%), and Asians (75%) were more likely than members in the other paygrades in the respective racial/ethnic groups to indicate the offender(s) in the one situation that was most bothersome was military only (Table 59). Senior officers overall (57%) and among Whites (61%), Blacks (44%), Hispanics (43%), and Asians (48%) were more likely than members in the other paygrades in their respective racial/ethnic groups to indicate the offender(s) was civilian only. Additionally, overall and among Whites, junior officers (39% and 43%, respectively) were more likely than those in the other paygrades to indicate the offender(s) was civilian only. Overall and among Hispanics, senior enlisted members (34% and 31%, respectively) were more likely than those in the other paygrades to indicate the offender(s) was civilian only. There were no differences found among racial/ethnic

groups by paygrade in the percentages who indicated the offenders were both military and civilian.

Table 59.
Military or Civilian Status of the Offender in the One Situation, by Race/Ethnicity and Paygrade

What was the status of the offender(s)?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Military Versus Civilian Status									
Military only	E1-E4	62	62	61	67	NR	75	NR	NR
	E5-E9	46	44	47	51	NR	51	NR	35
	O1-O3	46	44	49	55	NR	39	NR	39
	O4-O6	29	25	36	40	NR	43	NR	NR
Civilian only	E1-E4	19	21	19	16	11	7	NR	28
	E5-E9	34	36	31	31	26	32	NR	NR
	O1-O3	39	43	34	26	6	37	NR	32
	O4-O6	57	61	44	43	NR	48	NR	NR
Both military and civilian	E1-E4	19	18	20	17	NR	18	NR	24
	E5-E9	21	20	22	19	NR	18	NR	22
	O1-O3	16	13	17	19	NR	24	NR	29
	O4-O6	15	14	21	17	NR	10	NR	15
Margins of Error		±3-4	±4-6	±5-9	±7-12	±9-16	±8-15	--	±14-18

Note. WEOA2005 Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Deployment and Race/Ethnicity. Overall and among Whites, those who had been deployed (both 59%) in the 12 months before the survey were more likely than those who had not been deployed to indicate the offender(s) in the one situation that was most bothersome was military only (Table 60). Overall and among Whites, those who had not been deployed (both 20%) in the 12 months before the survey were more likely than those who had been deployed to indicate the offenders were both military and civilian.

There were no differences found among racial/ethnic groups by deployment status in the percentages who indicated the offender(s) was civilian only.

Table 60.

Military or Civilian Status of the Offender in the One Situation, by Race/Ethnicity and Deployment Status

What was the status of the offender(s)?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Military Versus Civilian Status									
Military only	Deploy	59	59	53	60	NR	66	NR	NR
	Not-Dep	49	46	50	58	47	54	NR	37
Civilian only	Deploy	26	30	23	21	NR	14	NR	NR
	Not-Dep	31	34	30	24	14	29	NR	37
Both military and civilian	Deploy	15	11	24	19	NR	20	NR	NR
	Not-Dep	20	20	20	18	39	17	NR	26
Margins of Error		*±2-5*	*±3-8*	*±5-10*	*±5-12*	*±8-17*	*±7-17*	*--*	*±10-11*

Note. WEOA2005 Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Organizational Level of Military Offenders in the One Situation

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to identify the organizational level of the offender(s) in the one situation that was most bothersome. They could respond that the offender was the respondent's immediate supervisor, unit commander, other military persons of higher rank, a military coworker, or a military subordinate.

The following sections present results for these questions overall by race/ethnicity, and also by Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. Among Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior, Blacks (21%) were more likely than Whites (16%), Hispanics (15%), or Asians (12%) to indicate the offender in the most bothersome situation was their immediate supervisor (Table 61). Blacks (12%) were more likely than Whites (6%) to indicate the offender was their unit commander. Blacks (41%) and Hispanics (40%) were more likely than Whites (32%) to indicate the offender was another military person of higher rank/grade.

Table 61.
Organizational Level of Military Offenders in the One Situation, by Race/Ethnicity

What was the organizational level of the offender(s)?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Your immediate supervisor	17	16	21	15	25	12	NR	19
Your unit commander	8	6	12	8	9	8	NR	7
Other military person(s) of higher rank/grade than you	36	32	41	40	46	35	NR	34
Your military coworker(s)	37	35	36	42	48	42	NR	32
Your military subordinate(s)	18	17	18	18	25	20	NR	21
Margins of Error	*±2*	*±2-3*	*±3-4*	*±4-6*	*±11-14*	*±5-8*	*--*	*±7-10*

Note. WEOA2005 Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Army (20%) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate the offender in the most bothersome situation was their immediate supervisor, whereas Air Force (13%) members were less likely (Table 62). Army (10%) members were more likely than members in the other Services to indicate the offender was their unit commander, whereas Air Force (6%) members were less likely. Similarly, Army (40%) members were more likely to indicate the offender was another military person of higher rank/grade, whereas Air Force (30%) members were less likely. Navy (41%) members were more likely than members in the other Services to indicate the offender was a military coworker. Navy (22%) members were more likely than members in the other Services to indicate the offender was a military subordinate, whereas Air Force (12%) members were less likely.

Among Whites, Air Force (11%) members were less likely than Whites in the other Services to indicate the offender in the most bothersome situation was their immediate supervisor. Whites in the Army (38%) were more likely than Whites in the other Services to indicate the offender was a military person of higher rank/grade, whereas Whites in the Air Force (25%) were less likely. Whites in the Air Force (11%) were less likely than Whites in the other Services to indicate the offender was a military subordinate.

Hispanics in the Marine Corps (26%) were less likely than Hispanics in the other Services to indicate the offender was a military person of higher rank/grade. Asians in the Marine Corps (41%) were more likely than Asians in the other Services to indicate the offender was a military subordinate. Service members of Two or More Races in the Marine Corps (4%) were less likely than those in the other Services to indicate the offender was their immediate supervisor.

Table 62.

Organizational Level of Military Offenders in the One Situation, by Race/Ethnicity and Service

What was the organizational level of the offender(s)?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Your immediate supervisor	Army	20	19	24	17	NR	16	5	NR
	Navy	17	16	23	14	NR	12	NR	19
	USMC	16	18	19	11	28	10	NR	4
	USAF	13	11	17	15	NR	8	NR	14
Your unit commander	Army	10	6	14	13	NR	10	1	11
	Navy	7	6	11	6	NR	8	NR	5
	USMC	6	6	12	4	8	3	NR	NR
	USAF	6	5	7	7	NR	6	NR	NR
Other military person(s) of higher rank/grade than you	Army	40	38	42	45	NR	38	NR	NR
	Navy	37	33	45	41	NR	37	NR	37
	USMC	30	29	42	26	34	37	NR	NR
	USAF	30	25	34	41	NR	28	NR	38
Your military coworker(s)	Army	36	38	34	37	NR	44	NR	22
	Navy	41	39	39	46	NR	42	NR	43
	USMC	35	28	39	49	NR	60	NR	NR
	USAF	34	31	36	42	NR	32	NR	44
Your military subordinate(s)	Army	19	19	18	20	13	12	NR	NR
	Navy	22	20	20	23	NR	24	NR	28
	USMC	15	12	26	12	19	41	NR	NR
	USAF	12	11	13	12	NR	16	NR	16
Margins of Error		±2-8	±3-12	±5-13	±5-14	±12-16	±8-16	±6-9	±10-17

Note. WEOA2005 Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior enlisted members (21%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than Service members in the other paygrades to indicate the offender in the most bothersome situation was their immediate supervisor (Table 63), whereas junior officers (12%) and senior officers (10%) were less likely. Junior officers (10%) were more likely than members in the other paygrades to indicate the offender was their unit commander. Junior enlisted members (47%) were more likely than members in the other paygrades to indicate the offender was another military person of higher rank/grade, whereas senior enlisted members (33%), junior officers (19%), and senior officers (15%) were less likely. Similarly, junior enlisted members (49%) were more likely than members in the other paygrades to indicate the offender was a

military coworker, whereas senior enlisted members (31%), junior officers (27%), and senior officers (16%) were less likely. Senior officers (10%) were less likely than members in the other paygrades to indicate the offender was a military subordinate.

Table 63.
Organizational Level of Military Offenders in the One Situation, by Race/Ethnicity and Paygrade

What was the organizational level of the offender(s)?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Your immediate supervisor	E1-E4	21	21	26	15	NR	19	5	23
	E5-E9	16	16	19	15	15	8	NR	17
	O1-O3	12	9	23	19	9	10	NR	12
	O4-O6	10	8	19	14	NR	13	NR	11
Your unit commander	E1-E4	8	6	14	9	6	9	NR	NR
	E5-E9	7	5	10	7	NR	7	NR	8
	O1-O3	10	9	14	16	NR	4	NR	7
	O4-O6	7	5	11	12	NR	18	NR	10
Other military person(s) of higher rank/grade than you	E1-E4	47	44	52	47	NR	49	NR	46
	E5-E9	33	30	37	34	NR	32	NR	25
	O1-O3	19	14	31	28	NR	19	NR	27
	O4-O6	15	12	27	28	NR	13	NR	12
Your military coworker(s)	E1-E4	49	47	53	49	63	61	NR	41
	E5-E9	31	32	29	36	26	34	NR	24
	O1-O3	27	23	26	41	NR	34	NR	NR
	O4-O6	16	14	21	27	NR	24	NR	7
Your military subordinate(s)	E1-E4	20	17	25	18	30	26	NR	30
	E5-E9	17	18	15	19	NR	17	NR	14
	O1-O3	16	15	17	14	13	18	NR	15
	O4-O6	10	10	11	6	NR	14	NR	7
Margins of Error		±2-4	±2-6	±4-9	±6-12	±8-18	±7-16	±13	±10-18

Note. WEOA2005 Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Among Whites, junior enlisted members (21%) were more likely than Whites in the other paygrades to indicate the offender in the most bothersome situation was their immediate supervisor, whereas White junior officers (9%) and senior officers (8%) were less likely. White junior officers (9%) were more likely than Whites in the other paygrades to indicate the offender

was their unit commander. White junior enlisted members (44%) were more likely than Whites in the other paygrades to indicate the offender was another military person of higher rank/grade, whereas junior officers (14%) and senior officers (13%) were less likely. White junior enlisted members (47%) were more likely than Whites in the other paygrades to indicate the offender was a military coworker, whereas junior officers (23%) and senior officers (14%) were less likely. White senior officers (10%) were less likely than Whites in the other paygrades to indicate the offender was a military subordinate.

Among Blacks, junior enlisted members (52%) were more likely than Blacks in the other paygrades to indicate the offender was a military person of higher rank/grade, whereas junior officers (31%) and senior officers (27%) were less likely. Black junior enlisted members (53%) were more likely than Blacks in the other paygrades to indicate the offender was a military coworker, whereas senior enlisted members (29%), junior officers (26%), and senior officers (21%) were less likely. Black junior enlisted members (25%) were more likely than Blacks in the other paygrades to indicate the offender was a military subordinate.

Hispanic junior enlisted members (47%) were more likely than Hispanics in the other paygrades to indicate the offender was a military person of higher rank/grade, whereas Hispanic junior officers (28%) were less likely. Hispanic senior officers (27%) were less likely than Hispanics in the other paygrades to indicate the offender was a military coworker. Similarly, Hispanic senior officers (6%) were less likely than Hispanics in the other paygrades to indicate the offender was a military subordinate.

AIAN junior enlisted members (63%) were more likely than AIANs in the other paygrades to indicate the offender was a military coworker, whereas AIAN senior enlisted members (26%) were less likely.

Asian junior enlisted members (49%) were more likely than Asians in the other paygrades to indicate the offender was a military person of higher rank/grade, whereas Asian junior officers (19%) and senior officers (13%) were less likely. Asian junior enlisted members (61%) were more likely than Asians in the other paygrades to indicate the offender was a military coworker, whereas Asian senior officers (24%) were less likely.

Senior officers of Two or More Races (12%) were less likely than those in the other paygrades to indicate the offender was a military person of higher rank/grade other than their immediate supervisor or unit commander. Similarly, senior officers of Two or More Races were less likely than those in the other paygrades to indicate the offender was a military coworker or subordinate (7% in both cases).

Deployment and Race/Ethnicity. Overall, Service members who had been deployed (23%) in the 12 months before the survey were more likely than members who had not been deployed (16%) to indicate the offender in the most bothersome situation was a military subordinate (Table 64). Within racial/ethnic groups, there were no differences found by deployment status in the military status of the offender in the most bothersome situation.

Table 64.

Organizational Level of Military Offenders in the One Situation, by Race/Ethnicity and Deployment Status

What was the organizational level of the offender(s)?	Deploy Status	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Your immediate supervisor	Deploy	19	16	27	19	NR	13	NR	NR
	Not-Dep	17	16	20	14	30	12	NR	15
Your unit commander	Deploy	7	4	14	12	3	13	NR	2
	Not-Dep	8	6	11	7	11	6	NR	9
Other military person(s) of higher rank/grade than you	Deploy	37	33	46	38	NR	34	NR	NR
	Not-Dep	36	32	40	40	51	36	NR	32
Your military coworker(s)	Deploy	42	38	46	47	NR	54	NR	NR
	Not-Dep	35	34	34	41	49	38	NR	33
Your military subordinate(s)	Deploy	23	20	27	23	NR	29	NR	NR
	Not-Dep	16	15	16	16	21	17	NR	18
Margins of Error		±2-5	±2-7	±4-10	±4-12	±6-17	±5-16	--	±4-10

Note. WEOA2005 Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

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Chapter 5: Handling and Reporting of the One Situation

This chapter examines how members handled the one situation of racial/ethnic behaviors they considered most bothersome to them. The first section reviews the reporting decision. The next section examines satisfaction with the reporting process and, if not reported, the reasons for not doing so. The outcome of reporting is reviewed. The final section deals with the consequences of making a report. Results are presented where possible, but even when starting with 32,299 respondents, smaller groups become non-reportable for the more specific questions about incidents and the outcomes of reporting incidents.[46]

Results in this chapter are presented for the one situation that was most bothersome to Service members who indicated they and/or their families experienced at least one racial/ethnic behavior.[47] The following sections analyze the questions for the military overall and by race/ethnicity,[48] Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.[49] Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.[50] Trend data between 1996 and 2005 are not presented for the most bothersome situation due to differences in survey language.

Deciding Whether to Report the One Situation

Reporting the One Situation to Any Military or Civilian Authority

Service members who have experienced racial/ethnic behaviors can choose to report in a variety of ways. Whether a member reports the situation to a military or civilian authority or both may depend on the circumstances. For example, if the incident occurred in the local community, the member might choose to report to civilian authorities. Service members who indicated they and/or their families experienced racial/ethnic-related harassment and discrimination behaviors were asked to provide details regarding the one situation that was most bothersome to them and/or their families. They were asked whether they reported the situation to a military authority, civilian authority, or to both military and civilian authorities. They could also indicate that they did not report the situation to any authority at all.

Overall and Race/Ethnicity. Overall, among Service members who indicated they experienced at least one racial/ethnic behavior, 85% did not report the situation to any military or civilian authority (Table 65). Whites (87%), Hispanics (85%), and Asians (88%) were more likely than Blacks (80%) to indicate they did not report a situation to any military or civilian

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[46] An entry of "NR" in a table indicates results are not reportable due to very small numbers of respondents.
[47] Overall, 58% of Service members indicated they or their families experienced at least one racial/ethnic behavior in the 12 months before taking the survey. These Service members were asked to provide details of the one situation that was most bothersome to them.
[48] Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.
[49] For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.
[50] For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

authority. Blacks (6%) were more likely than Whites (4%) and Asians (3%) to indicate they reported a situation to both military and civilian authorities. Blacks (7%) were more likely than Asians (4%) to indicate they reported a situation only to military authorities. Blacks (6%) were more likely than Whites (4%) to indicate they reported a situation only to civilian authorities.

Table 65.
Reporting the One Situation to Any Military or Civilian Authority, by Race/Ethnicity

Type of Authority[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Both civilian and military authorities	4	4	6	5	5	3	5	4
Military authorities (only)	6	6	7	6	5	4	7	7
Civilian authorities (only)	4	4	6	5	4	5	9	7
Did not report	85	87	80	85	86	88	80	83
Margins of Error	*±1*	*±1-2*	*±2-3*	*±2-3*	*±4-9*	*±2-4*	*±9-14*	*±4-7*

Note. WEOA2005 Questions 65, 66, and 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Column totals do not always sum to 100% due to rounding.

Service and Race/Ethnicity. Among Service members who indicated they experienced at least one racial/ethnic behavior, there were generally few differences found either overall or within racial/ethnic groups by Service in the propensity to report a racial/ethnic situation to any military or civilian authority (Table 66). Overall and among Whites, Marine Corps (90% and 92%, respectively) members were more likely than members overall and Whites, respectively, in the other Services to indicate they did not report a situation to any military or civilian authority. Overall, Marine Corps (4%) members were less likely than members in the other Services to indicate they reported a situation only to military authorities. Among AIANs, Navy (1%) members were less likely than AIANs in the other Services to indicate they reported a situation only to military authorities. Overall and among Whites and Hispanics, Marine Corps (2%, 1% and 2%, respectively) members were less likely than members overall and in their respective racial/ethnic groups in the other Services to indicate they reported a situation only to civilian authorities. Among Asians, Navy (9%) members were more likely than Asians in the other Services to indicate they reported a situation only to civilian authorities, whereas Asians in the Army (2%) and Air Force (1%) were less likely to indicate they reported a situation only to civilian authorities.[51] Among those of Two or More Races, Air Force (less than 1%) members were less likely than those in the other Services to indicate they reported a situation only to civilian authorities.

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[51] Note that the percentage of Asians in the Marine Corps (2%) indicating they reported a situation only to civilian authorities was the same as that of Army members (2%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for Marine Corps (±4) members.

Table 66.

Reporting the One Situation to Any Military or Civilian Authority, by Race/Ethnicity and Service

Type of Authority	Service	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Both civilian and military authorities	Army	5	4	8	5	3	1	NR	4
	Navy	4	3	6	3	3	4	1	3
	USMC	4	3	4	5	3	3	NR	NR
	USAF	4	3	5	6	NR	2	1	1
Military authorities (only)	Army	6	6	7	6	5	5	NR	7
	Navy	7	7	8	6	1	4	NR	6
	USMC	4	4	7	3	NR	6	NR	5
	USAF	6	5	8	6	NR	4	NR	8
Civilian authorities (only)	Army	5	4	6	6	1	2	NR	11
	Navy	5	5	6	5	3	9	NR	6
	USMC	2	1	5	2	NR	2	NR	5
	USAF	4	4	6	4	1	1	NR	<1
Did not report	Army	83	85	80	83	91	92	NR	78
	Navy	84	85	80	85	93	82	NR	85
	USMC	90	92	84	90	NR	89	NR	NR
	USAF	86	88	81	85	NR	93	99	91
Margins of Error		*±1-3*	*±2-4*	*±3-7*	*±2-6*	*±2-8*	*±1-8*	*±4-6*	*±1-12*

Note. WEOA2005 Questions 65, 66, and 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/ Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. As shown in Table 67, overall, junior officers (89%) were more likely than members in the other paygrades to indicate they did not report a situation to any military or civilian authority, whereas senior enlisted members (83%) were less likely. Among Whites, junior officers (90%) were more likely than Whites in the other paygrades to indicate they did not report a situation to any military or civilian authority. Overall, senior enlisted members (5%) were more likely than members in the other paygrades to indicate they reported a situation to both military and civilian authorities, whereas junior officers (3%) were less likely. Among Blacks, senior enlisted members (8%) were more likely than Blacks in the other paygrades to indicate they reported a situation to both military and civilian authorities, whereas junior enlisted members (4%) were less likely.[52] Among Hispanics, junior officers (2%) were less likely than Hispanics in the other paygrades to indicate they reported a situation to both

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[52] Note that the percentage of Black junior officers (4%) indicating they reported a situation to both military and civilian authorities was the same as that of junior enlisted members (4%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for junior officers (±3).

military and civilian authorities. Overall and among Whites, junior officers (4% and 3%, respectively) were less likely than members overall and among Whites, respectively, in the other paygrades to indicate they reported a situation only to military authority. Among Asians, senior officers (1%) were less likely than Asians in the other paygrades to indicate they reported a situation only to civilian authorities.

Table 67.
Percentage of Service Members Who Indicated Reporting a Racial/Ethnic Situation to Any Military or Civilian Authority, by Race/Ethnicity and Paygrade

Type of Authority	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Paygrade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Both civilian and military authorities	E1-E4	4	3	4	5	5	3	NR	5
	E5-E9	5	4	8	5	5	3	NR	2
	O1-O3	3	3	4	2	NR	3	NR	3
	O4-O6	4	3	5	5	NR	2	NR	7
Military authorities (only)	E1-E4	6	7	8	5	6	3	1	7
	E5-E9	7	6	7	7	4	6	NR	6
	O1-O3	4	3	6	5	4	2	NR	5
	O4-O6	6	6	5	9	2	4	NR	NR
Civilian authorities (only)	E1-E4	4	3	6	4	NR	3	NR	6
	E5-E9	5	5	6	6	1	7	NR	7
	O1-O3	4	4	8	3	2	2	NR	3
	O4-O6	4	4	8	2	2	1	NR	NR
Did not report	E1-E4	86	87	82	87	83	91	NR	82
	E5-E9	83	85	79	82	90	84	NR	84
	O1-O3	89	90	82	90	NR	93	NR	89
	O4-O6	86	88	81	83	NR	93	NR	NR
Margins of Error			*±1-2*	*±2-3*	*±2-5*	*±2-7*	*±4-14*	*±3-8*	*±4*	*±5-12*

Note. WEOA2005 Questions 65, 66, and 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/ Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Deployment and Race/Ethnicity. Overall and among Whites, those who had been deployed in the previous 12 months (87% and 89%, respectively) were more likely than members who had not been deployed (84% and 86%, respectively) to indicate they did not report a situation to any military or civilian authority (Table 68). Overall, those who had been deployed (3%) were more likely than members who had not been deployed (5%) to indicate they reported a situation to both military and civilian authorities.

Table 68.

Percentage of Service Members Who Indicated Reporting a Racial/Ethnic Situation to Any Military or Civilian Authority, by Race/Ethnicity and Deployment Status

Type of Authority	Deploy Status	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Both civilian and military authorities	Deploy	3	3	5	2	NR	4	1	NR
	Not-Dep	5	4	7	5	4	2	6	4
Military authorities (only)	Deploy	6	5	8	7	6	6	NR	4
	Not-Dep	6	6	7	5	5	4	NR	8
Civilian authorities (only)	Deploy	4	3	4	4	NR	5	NR	9
	Not-Dep	5	4	6	5	5	5	8	6
Did not report	Deploy	87	89	84	86	84	85	NR	85
	Not-Dep	84	86	80	85	86	89	76	82
Margins of Error			±1-2	±1-3	±2-5	±2-6	±4-14	±2-9	±4-17	±5-15

Note. WEOA2005 Questions 65, 66, and 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Military Individuals and Organizations Who Received Reports of the One Situation

Among Service members who indicated they experienced at least one racial/ethnic behavior, those who reported their experience to a military authority were asked to specify which authorities they contacted. Members could indicate they reported to more than one authority.

Overall and Race/Ethnicity. Overall in 2005, most Service members who reported the one situation to a military authority indicated that they reported it to their immediate supervisor (72%) or someone else in their chain of command (69%) (Table 69).

There were no differences found among racial/ethnic groups in propensity to report to specific individuals or organizations.

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Table 69.
Military Individuals and Organizations Who Received Reports of the One Situation, by Race/ Ethnicity

Did you report the situation to…	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Your immediate supervisor	72	73	71	74	NR	NR	NR	NR
Someone else in your chain-of-command	69	69	69	70	NR	68	NR	NR
Someone in the chain-of-command of the person(s) who did it	52	51	53	58	NR	68	NR	NR
Special military office responsible for handling these kinds of complaints	39	34	44	42	NR	38	NR	NR
Other person or office with responsibility for follow-up	43	38	48	51	NR	42	NR	NR
Chaplain, counselor, ombudsman, or health care provider	27	27	28	23	NR	32	NR	NR
Margins of Error	*±4*	*±5-6*	*±7-8*	*±9-11*	*--*	*±16-17*	*--*	*--*

Note. WEOA2005 Question 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

  Service and Race/Ethnicity. There were generally few differences found either overall or within racial/ethnic groups by Service in the propensity to report the one situation that was most bothersome to specific individuals or organizations (Table 70). Overall and among Blacks, Army (48% and 57%, respectively) members were more likely than members in the other Services to report a situation to a special military office responsible for handling these kinds of complaints, whereas members in the Air Force (29% and 26%, respectively) were less likely. Overall, Army (51%) members were more likely than members in the other Services to report a situation to some other person or office with responsibility for follow-up. Among Blacks, Air Force (23%) members were less likely than Blacks in the other Services to report a situation to some other person or office with responsibility for follow-up. Among Blacks, Marine Corps (11%) members were less likely than Blacks in the other Services to report a situation to a chaplain, counselor, ombudsman, or health care provider.

Table 70.

Military Individuals and Organizations Who Received Reports of the One Situation, by Race/Ethnicity and Service

Did you report the situation to…	Service	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Your immediate supervisor	Army	73	71	73	71	NR	NR	NR	NR
	Navy	71	74	68	78	NR	NR	NR	NR
	USMC	81	NR	84	85	NR	NR	NR	NR
	USAF	69	70	66	NR	NR	NR	NR	NR
Someone else in your chain-of-command	Army	67	63	70	68	NR	86	NR	NR
	Navy	70	73	67	NR	NR	NR	NR	NR
	USMC	70	NR	NR	NR	NR	NR	NR	NR
	USAF	70	73	67	NR	NR	NR	NR	NR
Someone in the chain-of-command of the person(s) who did it	Army	58	60	57	NR	NR	NR	NR	NR
	Navy	49	45	54	NR	NR	NR	NR	NR
	USMC	52	NR	NR	NR	NR	NR	NR	NR
	USAF	46	46	44	NR	NR	NR	NR	NR
Special military office responsible for handling these kinds of complaints	Army	48	43	57	NR	NR	NR	NR	95
	Navy	34	28	41	NR	NR	NR	NR	NR
	USMC	39	NR	NR	NR	NR	NR	NR	NR
	USAF	29	29	26	NR	NR	NR	NR	NR
Other person or office with responsibility for follow-up	Army	51	46	58	NR	NR	NR	NR	NR
	Navy	38	30	50	NR	NR	NR	NR	NR
	USMC	38	NR	NR	NR	NR	NR	NR	NR
	USAF	36	40	23	NR	NR	NR	NR	NR
Chaplain, counselor, ombudsman, or health care provider	Army	30	31	30	18	NR	NR	NR	NR
	Navy	26	24	32	NR	NR	NR	NR	NR
	USMC	24	NR	11	NR	NR	NR	NR	NR
	USAF	23	27	22	16	NR	NR	NR	NR
Margins of Error			±6-14	±8-10	±12-17	±14-18	--	±16	--	±10

Note. WEOA2005 Question 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior enlisted members (81%) were more likely than members in the other paygrades to report the one situation that was most bothersome to their immediate supervisor, whereas senior officers (58%) were less likely (Table 71).

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Table 71.

Military Individuals and Organizations Who Received Reports of the One Situation, by Race/Ethnicity and Paygrade

Did you report the situation to…	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Your immediate supervisor	E1-E4	81	81	79	82	NR	NR	NR	NR
	E5-E9	68	69	67	70	NR	NR	NR	NR
	O1-O3	63	64	67	NR	NR	NR	NR	NR
	O4-O6	58	60	60	NR	NR	NR	NR	NR
Someone else in your chain-of-command	E1-E4	76	77	76	74	NR	88	NR	NR
	E5-E9	67	68	65	69	NR	NR	NR	NR
	O1-O3	59	56	74	NR	NR	NR	NR	NR
	O4-O6	51	47	65	NR	NR	NR	NR	NR
Someone in the chain-of-command of the person(s) who did it	E1-E4	57	57	57	NR	NR	NR	NR	NR
	E5-E9	51	51	50	53	NR	NR	NR	NR
	O1-O3	41	37	59	NR	NR	NR	NR	NR
	O4-O6	36	30	58	NR	NR	NR	NR	NR
Special military office responsible for handling these kinds of complaints	E1-E4	41	35	45	NR	NR	NR	NR	NR
	E5-E9	39	35	45	37	NR	NR	NR	NR
	O1-O3	34	34	36	NR	NR	NR	NR	NR
	O4-O6	26	28	32	NR	NR	NR	NR	NR
Other person or office with responsibility for follow-up	E1-E4	39	33	39	NR	NR	NR	NR	NR
	E5-E9	46	40	53	49	NR	NR	NR	NR
	O1-O3	42	43	37	NR	NR	NR	NR	NR
	E1-E4	40	40	32	NR	NR	NR	NR	NR
Chaplain, counselor, ombudsman, or health care provider	E1-E4	30	30	36	30	NR	NR	NR	NR
	E5-E9	25	26	25	17	NR	NR	NR	NR
	O1-O3	24	22	20	NR	NR	NR	NR	NR
	E1-E4	20	20	21	NR	NR	NR	NR	NR
Margins of Error		±5-9	±7-13	±8-16	±13-17	--	±16	--	--

Note. WEOA2005 Question 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Among Whites, junior enlisted members (81%) were more likely than Whites in the other paygrades to report a situation to their immediate supervisor. Overall, junior enlisted members (76%) were more likely than members in the other paygrades to report a situation to someone else in their chain of command, whereas senior officers (51%) were less likely. Similarly among Whites, senior officers (47%) were less likely than Whites in the other paygrades to report a

situation to someone else in their chain of command. Both overall and among Whites (36% and 30% respectively), senior officers were less likely than members in the other paygrades to report a situation to someone in the chain of command of the person who did it. Senior officers overall (26%) were less likely than members in the other paygrades to report a situation to a special military office responsible for handling these kinds of complaints.

Deployment and Race/Ethnicity. With one exception, there were no differences found either overall or within racial/ethnic groups by deployment status in propensity to report the one situation that was most bothersome to specific individuals or organizations (Table 72). The exception is that, among Whites, Service members who had not been deployed in the past 12 months (73%) were more likely than Whites who had been deployed (53%) to report a situation to someone in their chain-of-command.

Table 72.
Military Individuals and Organizations Who Received Reports of the One Situation, by Race/Ethnicity and Deployment Status

Did you report the situation to…	Deploy Status	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Your immediate supervisor	Deploy	68	69	NR	NR	NR	NR	NR	NR
	Not-Dep	73	73	73	73	NR	NR	NR	NR
Someone else in your chain-of-command	Deploy	63	53	72	NR	NR	NR	NR	NR
	Not-Dep	71	73	68	68	NR	NR	NR	NR
Someone in the chain-of-command of the person(s) who did it	Deploy	51	47	NR	NR	NR	NR	NR	NR
	Not-Dep	53	52	53	58	NR	NR	NR	NR
Special military office responsible for handling these kinds of complaints	Deploy	37	31	NR	NR	NR	NR	NR	NR
	Not-Dep	39	35	44	42	NR	NR	NR	NR
Other person or office with responsibility for follow-up	Deploy	41	34	NR	NR	NR	NR	NR	NR
	Not-Dep	43	39	48	50	NR	NR	NR	NR
Chaplain, counselor, ombudsman, or health care provider	Deploy	26	22	NR	14	NR	NR	NR	NR
	Not-Dep	27	28	25	26	NR	NR	NR	NR
Margins of Error		±4-9	±6-13	±8-18	±11-15	--	--	--	--

Note. WEOA2005 Question 67. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

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Satisfaction With the Process of Reporting Racial/Ethnic Situations

Member satisfaction is one of the measures of effectiveness of the Services' racial/ethnic harassment and discrimination complaint processes. Satisfaction with the complaint process is distinct from satisfaction with the outcome of the complaint. Members who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it were asked whether they were satisfied with various aspects of the complaint reporting process, including the availability of information about the status of their report and their treatment by authorities and others, as well as their overall satisfaction with the process.

There were no differences found overall or by race/ethnicity by deployment status in satisfaction with the availability of information about how to file and how to follow up on a complaint.

Availability of Information on the Reporting Process

Overall and Race/Ethnicity. Overall, less than half of Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it indicated they were satisfied with the availability of information on how to file (46%) and follow up on a complaint (41%) (Table 73).

There were no differences found by race/ethnicity in satisfaction with the availability of information about how to file and how to follow up on a complaint.

Table 73.
Availability of Information on the Reporting Process, by Race/Ethnicity

How satisfied are you with the following aspects of the reporting process?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Availability of information about how to file a complaint	46	46	45	51	NR	46	NR	NR
Availability of information about how to follow up on a complaint	41	39	44	46	NR	41	NR	NR
Margins of Error	*±4*	*±6*	*±8*	*±10-11*	*--*	*±16*	*--*	*--*

Note. WEOA2005 Question 69. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories very satisfied and satisfied are combined into the single category satisfied.

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Service and Race/Ethnicity. As shown in Table 74, Air Force members who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it were less likely than members in the other Services to indicate that they were satisfied with the availability of information about how to file (38%). Air Force members were also more likely than members in the other Services to indicate that they were satisfied with the availability of information about how to follow up on a complaint (32%).

Within members of racial/ethnic groups who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it, there were no differences found by Service in satisfaction with the availability of information about how to file and how to follow up on a complaint.

Table 74.
Availability of Information on the Reporting Process, by Race/Ethnicity and Service

How satisfied are you with the following aspects of the reporting process?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Availability of information about how to file a complaint	Army	47	45	49	NR	NR	NR	NR	NR
	Navy	50	51	48	NR	NR	NR	NR	NR
	USMC	53	NR	NR	NR	NR	NR	NR	NR
	USAF	38	40	34	NR	NR	NR	NR	NR
Availability of information about how to follow up on a complaint	Army	42	40	46	NR	NR	NR	NR	NR
	Navy	44	41	51	NR	NR	NR	NR	NR
	USMC	46	NR	NR	NR	NR	NR	NR	NR
	USAF	32	33	28	NR	NR	NR	NR	NR
Margins of Error		±7-14	±9-11	±12-15	--	--	--	--	--

Note. WEOA2005 Question 69. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories very satisfied and satisfied are combined into the single category satisfied.

Paygrade and Race/Ethnicity. There were no differences found overall by paygrade in satisfaction with the availability of information (Table 75). Among Blacks, senior officers were more likely than Blacks in the other paygrades to indicate that they were satisfied with the availability of information on how to file (65%) and how to follow up on a complaint (64%).

Table 75.
Availability of Information on the Reporting Process, by Race/Ethnicity and Paygrade

How satisfied are you with the following aspects of the reporting process?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Availability of information about how to file a complaint	E1-E4	42	42	35	NR	NR	NR	NR	NR
	E5-E9	48	47	49	56	NR	NR	NR	NR
	O1-O3	56	57	46	NR	NR	NR	NR	NR
	O4-O6	54	55	65	NR	NR	NR	NR	NR
Availability of information about how to follow up on a complaint	E1-E4	37	35	39	NR	NR	NR	NR	NR
	E5-E9	42	41	45	47	NR	NR	NR	NR
	O1-O3	45	41	45	NR	NR	NR	NR	NR
	O4-O6	48	47	64	NR	NR	NR	NR	NR
Margins of Error			±5-9	±8-13	±9-15	±13	--	--	--	--

Note. WEOA2005 Question 69. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories very satisfied and satisfied are combined into the single category satisfied.

Perceptions of Personal Treatment and the Handling of Complaints

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it to a military authority were asked to rate their satisfaction with various aspects of the reporting process:

• Their treatment by personnel handling their complaint,

• The amount of time it took to resolve their complaint,

• How well they were kept informed about progress,

• The degree to which their privacy was protected.

There were no differences found overall or among racial/ethnic groups by Service or paygrade in members' satisfaction with various aspects of the reporting process.

Overall and Race/Ethnicity. As shown in Table 76, about one-third of Service members overall (27-39%) indicated satisfaction with various aspects of the reporting process. There were no differences found among racial/ethnic groups in their satisfaction with the process.

Table 76.
Perceptions of Personal Treatment and the Handling of Complaints, by Race/Ethnicity

How satisfied are you with the following aspects of the reporting process?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Treatment by personnel handling your complaint	38	36	40	42	NR	33	NR	NR
Amount of time it took to resolve your complaint	28	25	31	34	NR	34	NR	NR
How well you were kept informed about progress	27	23	33	30	NR	26	NR	NR
Degree to which your privacy was protected	39	37	39	46	NR	40	NR	NR
Margins of Error	*±4*	*±5-6*	*±8*	*±11*	*--*	*±15-17*	*--*	*--*

Note. WEOA2005 Question 69. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories very satisfied and satisfied are combined into the single category satisfied.

Deployment and Race/Ethnicity. There were no differences found overall by deployment status in Service members' satisfaction with various aspects of the reporting process (Table 77). Among Blacks, Service members who had not been deployed in the past 12 months (35%) were more likely than Blacks who had been deployed (13%) to indicate satisfaction with the amount of time it took to resolve their complaint.

Table 77.
Perceptions of Personal Treatment and the Handling of Complaints, by Race/Ethnicity and Deployment Status

How satisfied are you with the following aspects of the reporting process?[a]	Deploy Status	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Treatment by personnel handling your complaint	Deploy	29	29	26	NR	NR	NR	NR	NR
	Not-Dep	40	38	43	42	NR	NR	NR	NR
Amount of time it took to resolve your complaint	Deploy	22	24	13	NR	3	NR	NR	NR
	Not-Dep	30	25	35	35	NR	NR	NR	NR
How well you were kept informed about progress	Deploy	19	20	24	17	NR	5	NR	NR
	Not-Dep	29	24	35	34	NR	NR	NR	NR
Degree to which your privacy was protected	Deploy	35	38	22	NR	NR	NR	NR	NR
	Not-Dep	40	37	42	47	NR	NR	NR	NR
Margins of Error		±4-9	±6-12	±8-18	±12-16	±9	±10	--	--

Note. WEOA2005 Question 69. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories very satisfied and satisfied are combined into the single category satisfied.

Overall Satisfaction with Reporting Process

Availability of information and authorities' treatment of the member as well as the complaint contribute to the member's satisfaction with the reporting process. However, there may be other factors involved in shaping the member's satisfaction with the process as a whole. The member's overall satisfaction with the reporting process is likely to be a composite of general and specific attitudes and perceptions. For this reason, members were asked their global perspective regarding their satisfaction with the reporting process.

There were no differences found overall or among racial/ethnic groups by Service, paygrade, and deployment status in members' satisfaction with various aspects of the reporting process.

Overall, approximately one-third of Service members (31%) who indicated that they and/ or their families experienced at least one racial/ethnic behavior and reported it indicated they were satisfied with the reporting process (Table 78).

There were no differences found by race/ethnicity in satisfaction with the reporting process.

Table 78.
Overall Satisfaction with Reporting Process, by Race/Ethnicity

How satisfied are you with the complaint process overall?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Satisfied	31	27	33	35	NR	34	NR	NR
Margins of Error	*±4*	*±5*	*±8*	*±11*	*--*	*±17*	*--*	*--*

Note. WEOA2005 Question 69. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Reasons for Not Reporting

The majority of Service members who experienced at least one racial/ethnic behavior choose not to report the one situation they considered most bothersome to any military or civilian authorities. In this section, findings are presented on reasons why a member might not report the situation that was most bothersome to military authorities. Service members were presented a list of 14 common reasons for choosing not to report their experiences to military authorities and were asked to indicate all of the reasons that applied to their situation. The overall responses for these reasons for not reporting are listed in Figure 21.

Figure 21.
Reasons for Not Reporting the One Situation to Military Authorities

Reason	Percent
Was not important enough to report	59%
You took care of the problem yourself	47%
You did not think anything would be done	36%
Situation only involved civilians off an installation	33%
You thought reporting would take too much time and effort	26%
You did not know the identity of the person who did it	24%
You thought it would make your work situation unpleasant	22%
You felt uncomfortable making a report	21%
You thought you would be labeled a troublemaker	20%
You did not know how to report	18%
You thought your performance evaluation/chance for promotion would suffer	16%
You thought you would not be believed	16%
You were afraid of retaliation from the person who did it or from their friends	14%
You were afraid of retaliation/reprisals from your chain-of-command	13%

WEOA2005 Question 75   *Margins of error range from ±1% to ±2%*

Not Reporting the One Situation Because of the Reporting Process

Service members who experienced at least one racial/ethnic behavior might choose not to report for a variety of process-related reasons. For example, members might not think the behavior was important enough to report, or they satisfactorily handled the problem themselves. They might refrain from reporting because they did not want to engage in a lengthy process, or they were uncomfortable with the process. It could be that a member did not know the identity of the offender and chose not to report, or the offender was a civilian and reporting through military channels would not be appropriate. Finally, some members simply might not know how to make a report.

There were no differences overall or by race/ethnicity found by deployment status for any of the possible reasons in this section for not reporting.

Overall and Race/Ethnicity. As shown in Table 79, more than half of Service members (59%) who indicated that they and/or their families experienced at least one racial/ethnic behavior indicated they did not report it because it was not important enough, and slightly less than half of Service members (47%) indicated they did not report the behavior because they took care of the problem themselves. Less than one-fifth (18%) indicated they did not report because they did not know how. Detailed results by racial/ethnic groups are as follows:

- *Behavior Not Important Enough to Report.* Whites (63%) were more likely than Blacks (47%) and Hispanics (57%) to indicate they did not report the behavior because it was not important enough to report. Hispanics, Asians (67%), and those of Two or More Races (63%) were also more likely than Blacks to indicate the behavior was not important enough to report. Asians were also more likely than Hispanics to indicate the behavior was not important enough to report.

- *Took Care of the Problem Yourself.* Blacks (49%), Hispanics (51%), Asians (55%), and NHPIs (65%) were more likely than Whites (44%) to indicate they did not report the behavior because they took care of the problem themselves. NHPIs were also more likely than Blacks and AIANs (44%) to indicate they took care of the problem themselves.

- *Situation Only Involved Civilian(s) Off an Installation.* Whites (34%), Blacks (33%), and those of Two or More Races (34%) were more likely than AIANs (21%) to indicate they did not report the behavior because it only involved civilians off the installation. Whites were also more likely than Hispanics and Asians (both 28%) to indicate the behavior only involved civilians.

- *You Thought Reporting Would Take Too Much Time and Effort.* Hispanics (30%) and Asians (37%) were more likely than Whites (24%) to indicate they did not report the behavior because they thought reporting would take too much time and effort. Asians were also more likely than Blacks (26%) to indicate reporting would take too much time and effort.

- *You Did Not Know the Identity of the Person(s) Who Did It.* Whites (25%) and Blacks (24%) were more likely than AIANs (16%) to indicate they did not report the behavior because they did not know the identity of the person who did it. Whites were also more likely than Hispanics (20%) to indicate they did not know the identity of the person who did it.

- *You Felt Uncomfortable Making a Report.* Blacks (24%), Hispanics (27%), Asians (31%), and those of Two or More Races (29%) were more likely than Whites (18%) to indicate they did not report the behavior because they felt uncomfortable making a report. Similarly, Asians were more likely than Blacks to indicate they felt uncomfortable making a report.

- *You Did Not Know How to Report.* Blacks (24%), Hispanics (20%), Asians (22%), and those of Two or More Races (25%) were more likely than Whites (15%) to indicate they did not report the behavior because they did not know how to report. Blacks were also more likely than Hispanics to indicate they did not know how to report.

Table 79.
Not Reporting the One Situation Because of the Reporting Process, by Race/Ethnicity

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Was not important enough to report	59	63	47	57	57	67	58	63
You took care of the problem yourself	47	44	49	51	44	55	65	49
Situation only involved civilian(s) off an installation	33	34	33	28	21	28	29	34
You thought reporting would take too much time and effort	26	24	26	30	29	37	35	32
You did not know the identity of the person(s) who did it	24	25	24	20	16	24	28	24
You felt uncomfortable making a report	21	18	24	27	24	31	28	29
You did not know how to report	18	15	24	20	16	22	24	25
Margins of Error	*±2*	*±2*	*±3*	*±3-4*	*±6-12*	*±5*	*±13-14*	*±7-8*

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Air Force (63%) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate they did not report it because it was not important enough to report, whereas Army (56%) members were less likely (Table 80). Air Force (41%) members were more likely than members in the other Services to indicate they did not report it because the situation only involved civilians off the installation, whereas Army (29%) members were less likely. Air Force (27%) members were more likely than members in the other Services to indicate they did not know the identity of the person who did it. Army (24%) members were more likely than members in the other Services to indicate that they felt uncomfortable making a report, whereas Air Force (18%) members were less likely. Air Force (15%) members were less likely than members in the other Services to indicate they did not know how to report. There were no differences found overall by Service for taking care of the problem themselves or concern that the reporting process would take too much time and effort.

Table 80.
Not Reporting the One Situation Because of the Reporting Process, by Race/Ethnicity and Service

| What were your reasons for not reporting? | Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It | | | | | | | |
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Was not important enough to report	Army	56	59	45	56	59	71	NR	55
	Navy	59	64	44	58	NR	65	NR	59
	USMC	60	59	53	61	NR	70	NR	NR
	USAF	63	67	51	56	NR	64	NR	74
You took care of the problem yourself	Army	47	44	49	50	NR	57	NR	53
	Navy	47	44	47	54	NR	59	NR	43
	USMC	48	44	50	57	NR	58	NR	NR
	USAF	44	43	48	46	25	44	NR	43
Situation only involved civilian(s) off an installation	Army	29	29	32	28	23	21	NR	27
	Navy	31	34	30	25	21	26	NR	32
	USMC	31	33	28	26	16	25	NR	NR
	USAF	41	42	41	35	18	41	NR	42
You thought reporting would take too much time and effort	Army	26	23	27	32	NR	40	NR	35
	Navy	27	25	27	33	25	36	NR	21
	USMC	26	26	28	23	20	32	NR	NR
	USAF	25	24	24	26	16	34	NR	33

Table continued on next page.

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Table 80. (continued)

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You did not know the identity of the person(s) who did it	Army	23	23	24	19	19	28	NR	25
	Navy	24	26	23	22	7	22	NR	18
	USMC	20	21	17	19	22	16	NR	NR
	USAF	27	28	26	22	21	28	NR	24
You felt uncomfortable making a report	Army	24	20	25	29	21	33	NR	34
	Navy	22	17	27	31	32	33	NR	24
	USMC	19	17	24	18	19	27	NR	NR
	USAF	18	16	19	25	21	24	NR	29
You did not know how to report	Army	19	15	24	21	14	23	NR	24
	Navy	19	15	27	22	12	22	NR	29
	USMC	19	17	28	19	NR	20	NR	NR
	USAF	15	13	20	16	18	20	4	26
Margins of Error			±2-5	±2-8	±5-9	±6-9	±8-18	±8-11	±10	±10-14

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Detailed results by racial/ethnic groups are as follows:

- *Behavior Not Important Enough to Report.* Among Whites, Air Force (67%) members were more likely than Whites in the other Services to indicate they did not report the behavior because it was not important enough to report, whereas Army (59%) members were less likely.

- *Took Care of the Problem Yourself.* Among Asians, Air Force (44%) members were less likely than Asians in the other Services to indicate they did not report the behavior because they took care of the problem themselves.

- *Situation Only Involved Civilian(s) Off an Installation.* Among Whites, Air Force (42%) members were more likely than members in the other Services to indicate they did not report the behavior because the situation only involved civilians off the installation, whereas Army (29%) members were less likely. Among Blacks and Asians, Air Force (both 41%) members were more likely than members in the other Services to indicate they did not report it because the situation only involved civilians off the installation.

- *You Thought Reporting Would Take Too Much Time and Effort.* There were no differences found by racial/ethnic group by Service for not reporting the behavior for concern that the reporting process would take too much time and effort.

- *You Did Not Know the Identity of the Person(s) Who Did It.* Among Whites, Air Force (28%) members were more likely than members in the other Services to indicate they did not report the behavior because they did not know the identity of the person who did it. Among AIANs, Navy (7%) members were less likely than members in the other Services to indicate they did not know the identity of the person who did it.

- *You Felt Uncomfortable Making a Report.* Among Blacks, Air Force (19%) members were less likely than Blacks in the other Services to indicate they did not report the behavior because they felt uncomfortable making a report. Among Hispanics, Marine Corps (18%) members were less likely than Hispanics in the other Services to indicate that they felt uncomfortable making a report.

- *You Did Not Know How to Report.* There were no differences found by racial/ethnic group by Service for not reporting the behavior because they did not know how.

Paygrade and Race/Ethnicity. Overall, junior officers (68%) and senior officers (70%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than Service members in the other paygrades to indicate they did not report it because it was not important enough to report, whereas senior enlisted members (57%) were less likely (Table 81). Senior enlisted members (49%) were more likely than members in the other paygrades to indicate that they took care of the problem themselves, whereas junior officers (39%) were less likely. Senior enlisted members (37%), junior officers (39%), and senior officers (49%) were more likely than members in the other paygrades to indicate they did not report it because it only involved civilians off the installation, whereas junior enlisted members (25%) were less likely. Junior enlisted members (29%) were more likely than members in the other paygrades to indicate they did not report the behaviors because they thought reporting would take too much time and effort, whereas junior and senior officers (both 23%) were less likely. Senior enlisted members (26%) and senior officers (28%) were more likely than members in the other paygrades to indicate they did not report it because they did not know the identity of the person who did it, whereas junior enlisted members (20%) were less likely.[53] Junior enlisted members (25%) were more likely than members in the other paygrades to indicate they felt uncomfortable making a report, whereas junior officers (15%) and senior officers (13%) were less likely. Junior enlisted members (20%) were more likely than members in the other paygrades to indicate they did not report the behaviors because they did not know how to report, whereas junior officers (12%) and senior officers (11%) were less likely.

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[53] Note that the percentage of junior officers overall (26%) indicating they did not report behaviors because they did not know the identity of the person who did it was the same as that of senior enlisted members (26%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for junior officers (±3).

Table 81.
Not Reporting the One Situation Because of the Reporting Process, by Race/Ethnicity and Paygrade

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Was not important enough to report	E1-E4	58	60	49	56	58	70	NR	58
	E5-E9	57	62	44	58	54	64	NR	66
	O1-O3	68	70	54	64	70	68	NR	76
	O4-O6	70	73	53	71	79	68	NR	NR
You took care of the problem yourself	E1-E4	45	43	45	51	47	52	NR	40
	E5-E9	49	46	50	53	41	61	NR	60
	O1-O3	39	36	49	47	32	43	NR	41
	O4-O6	44	42	60	41	NR	48	NR	NR
Situation only involved civilian(s) off an installation	E1-E4	25	26	25	23	13	21	13	20
	E5-E9	37	37	37	33	28	31	NR	46
	O1-O3	39	40	38	36	27	34	NR	43
	O4-O6	49	51	42	38	NR	46	NR	57
You thought reporting would take too much time and effort	E1-E4	29	26	30	31	NR	38	NR	35
	E5-E9	25	24	24	29	14	35	NR	29
	O1-O3	23	21	24	29	22	36	NR	25
	O4-O6	23	21	22	30	9	42	NR	26
You did not know the identity of the person(s) who did it	E1-E4	20	20	23	18	12	23	16	19
	E5-E9	26	27	24	22	20	24	NR	28
	O1-O3	26	27	22	23	21	27	NR	27
	O4-O6	28	29	21	30	NR	34	NR	36
You felt uncomfortable making a report	E1-E4	25	22	32	28	30	28	NR	32
	E5-E9	20	17	21	26	18	34	21	30
	O1-O3	15	12	21	22	NR	25	NR	19
	O4-O6	13	10	18	25	7	32	NR	23
You did not know how to report	E1-E4	20	17	25	22	22	23	NR	23
	E5-E9	18	14	25	18	8	22	NR	30
	O1-O3	12	10	17	14	NR	19	NR	19
	O4-O6	11	10	14	15	NR	17	NR	11
Margins of Error		*±2-3*	*±2-4*	*±4-6*	*±5-9*	*±8-18*	*±7-11*	*±16*	*±10-17*

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Detailed results by racial/ethnic groups are as follows:

- **Behavior Not Important Enough to Report.** White junior officers (70%) and senior officers (73%), Black junior officers (54%), and Hispanic junior officers (71%) were more likely than members in the other paygrades within their respective racial/ethnic groups to indicate that they did not report the behavior because it was not important enough to report.

- **Took Care of the Problem Yourself.** White senior enlisted members (46%), Black senior officers (60%), and senior enlisted members (60%) of Two or More Races were more likely than members in the other paygrades within their respective racial/ethnic groups to indicate that they did not report the behavior because they took care of the problem themselves, whereas White junior officers (36%) and Asian junior officers (43%) were less likely.

- **Situation Only Involved Civilian(s) Off an Installation.** Among Whites, senior enlisted members (37%), junior officers (40%), and senior officers (51%) were more likely than Whites in the other paygrades to indicate they did not report it because it only involved civilians off the installation, whereas junior enlisted members (26%) were less likely. Among Blacks, senior enlisted members (37%) and senior officers (42%) were more likely than Blacks in the other paygrades to indicate they did not report it because it only involved civilians off the installation, whereas junior enlisted members (25%) were less likely. Among Hispanics, junior officers (36%) were more likely than Hispanics in the other paygrades to indicate they did not report it because it only involved civilians off the installation, whereas junior enlisted members (23%) were less likely.[54] Among AIANs, junior enlisted members (13%) were less likely to indicate they did not report it because it only involved civilians off the installation. Among Asians, senior officers (46%) were more likely than Asians in the other paygrades to indicate they did not report it because it only involved civilians off the installation, whereas junior enlisted members (21%) were less likely. Among those of Two or More Races, senior enlisted members (46%) and senior officers (57%) were more likely than those in the other paygrades to indicate they did not report it because it only involved civilians off the installation while junior enlisted members (20%) were less likely.

- **You Thought Reporting Would Take Too Much Time and Effort.** Among AIANs, senior enlisted members (14%) and senior officers (9%) were less likely than members in the other paygrades to indicate they did not report the behaviors because they thought reporting would take too much time and effort.

- **You Did Not Know the Identity of the Person(s) Who Did It.** Among Whites, senior enlisted members (27%) and senior officers (29%) were more likely than members in

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[54] Note that the percentage of Hispanic junior officers (36%) indicating they did not report it because it only involved civilians off the installation was lower than that of senior officers (38%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for senior officers (±9).

the other paygrades to indicate they did not report it because they did not know the identity of the person who did it.[55]

- ***You Felt Uncomfortable Making a Report.*** White junior officers (12%) and senior officers (10%), Black senior officers (18%) and senior enlisted members (21%), and AIAN senior officers (7%) were less likely than members in the other paygrades within their respective racial/ethnic groups to indicate that they did not report the behavior because they felt uncomfortable making a report, whereas White junior enlisted members (22%) and Black junior enlisted members (32%) were more likely.

- ***You Did Not Know How to Report.*** White junior and senior officers (both 10%), Black junior officers (17%) and senior officers (14%), Hispanic junior officers (14%), AIAN senior enlisted members (8%), and senior officers of Two or More Races (11%) were less likely than members in the other paygrades within their respective racial/ethnic groups to indicate they did not report behaviors because they did not know how to report, whereas White junior enlisted members (17%) were more likely.

Not Reporting the One Situation Based on Fear of Reprisal

Service members who experienced at least one racial/ethnic behavior might choose not to report the one situation that was most bothersome for fear that the offender or the offender's friends might take action against them.

There were no differences found overall, by race/ethnicity, or by deployment status in members indicating that they did not report because they were afraid of retaliation/reprisals from the person(s) who did it or from their friends.

Overall and Race/Ethnicity. Overall, among Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior, 14% indicated that they did not report the one situation that was most bothersome because they were afraid of retaliation/ reprisals from the person(s) who did it or from their friends (Table 82). Blacks (15%), Hispanics (16%), and Asians (19%) were more likely than Whites (12%) to indicate they did not report the situation because they were afraid of retaliation/reprisals from the person(s) who did it or from their friends.

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[55] Note that the percentage of White junior officers (27%) indicating they did not report behaviors because they did not know the identity of the person who did it was the same as that of White senior enlisted members (27%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for junior officers (±4).

Table 82.
Not Reporting the One Situation Based on Fear of Reprisal, by Race/Ethnicity

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	14	12	15	16	20	19	16	17
Margins of Error	*±1*	*±1*	*±2*	*±3*	*±9*	*±4*	*±14*	*±6*

Note. *WEOA2005* Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Army (16%) members who indicated that they and/ or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate that they did not report it because they were afraid of retaliation/ reprisals from the person(s) who did it or from their friends, whereas Air Force (12%) members were less likely (Table 83).[56] Among Whites, Army (15%) members were more likely than Whites in the other Services to indicate that they were afraid of retaliation/reprisals from the person(s) who did it or from their friends. Among Hispanics, Marine Corps (10%) members were less likely than Hispanics in the other Services to indicate that they were afraid of retaliation/reprisals from the person(s) who did it or from their friends.

Table 83.
Not Reporting the One Situation Based on Fear of Reprisal, by Race/Ethnicity and Service

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It								
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	Army	16	15	15	17	NR	22	NR	18
	Navy	15	12	18	18	24	21	NR	16
	USMC	11	10	12	10	11	16	NR	NR
	USAF	12	10	12	16	21	14	NR	18
Margins of Error		*±2-4*	*±2-6*	*±4-7*	*±5-6*	*±11-18*	*±7-10*	*--*	*±10-12*

Note. *WEOA2005* Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

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[56] Note that the percentage of Marine Corps (11%) members indicating that they did not report an incident of racial/ethnic behavior because they were afraid of retaliation/reprisals from the person(s) who did it or from their friends was lower than that of Air Force (12%) members. The percentage is not statistically different from the average of the other Services due to a higher margin of error for Marine Corps (±4) members.

Paygrade and Race/Ethnicity. Overall and among Whites, junior enlisted members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other paygrades to indicate that they did not report it because they were afraid of retaliation/reprisals from the person(s) who did it or from their friends, whereas junior officers and senior officers were less likely (Table 84). Among those of Two or More Races, junior officers (6%) were less likely than those in other paygrades to indicate that they did not report an incident of racial/ethnic behavior because they were afraid of retaliation/ reprisals from the person(s) who did it or from their friends.

Table 84.
Not Reporting the One Situation Based on Fear of Reprisal, by Race/Ethnicity and Paygrade

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	E1-E4	17	15	19	15	28	23	NR	20
	E5-E9	13	11	13	17	11	19	NR	17
	O1-O3	8	6	14	17	NR	12	NR	6
	O4-O6	9	7	11	19	NR	16	NR	12
Margins of Error			±2	±2-3	±3-5	±4-9	±12-15	±6-9	--	±7-12

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Not Reporting the One Situation Based on Concerns for Negative Impact

Service members who experienced at least one racial/ethnic behavior might choose not to report for fear of negative consequences in the workplace, such as lower performance evaluations, reprisals from superiors, being labeled a troublemaker, or some form of negative attitude among those in the workplace.

Overall and Race/Ethnicity. Overall, among Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior, 16% indicated they did not report it because they thought their performance evaluation or chance for promotion would suffer, 13% indicated that they were afraid of retaliation/reprisals from their chain-of-command, 18% indicated they thought they would be labeled a troublemaker, and 18% thought it would make their work situation unpleasant (Table 85). Detailed results by racial/ethnic groups are as follows:

- *You thought your performance evaluation or chance for promotion would suffer.* Blacks (20%), Hispanics (20%), and Asians (20%) were more likely than Whites (12%) to indicate they thought their performance evaluation or chance for promotion would suffer if they reported the one situation that was most bothersome.

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- *You were afraid of retaliation/reprisals from your chain-of-command.* Blacks (16%), Hispanics (16%), AIANs (20%), and Asians (18%) were more likely than Whites (10%) to indicate that they were afraid of retaliation/reprisals from their chain-of-command if they reported the one situation that was most bothersome.

- *You thought you would be labeled a troublemaker.* Blacks (23%), Hispanics (26%), and Asians (27%) were more likely than Whites (18%) to indicate they thought they would be labeled a troublemaker if they reported the one situation that was most bothersome.

- *You thought it would make your work situation unpleasant.* Blacks (25%), Hispanics (28%), Asians (31%), NHPIs (35%), and those of Two or More Races (27%) were more likely than Whites (18%) to indicate that they thought it would make their work situation unpleasant if they reported the one situation that was most bothersome. [57]

Table 85.
Not Reporting the One Situation Based on Concerns for Negative Impact, by Race/Ethnicity

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You thought your performance evaluation or chance for promotion would suffer	16	12	20	20	21	20	15	16
You were afraid of retaliation/reprisals from your chain-of-command	13	10	16	16	20	18	16	16
You thought you would be labeled a troublemaker	20	18	23	26	26	27	23	22
You thought it would make your work situation unpleasant	22	18	25	28	28	31	35	27
Margins of Error	*±1-2*	*±1-2*	*±2-3*	*±3-4*	*±9*	*±4-5*	*±10-14*	*±6-7*

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

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[57] Note that the percentage of AIANs (28%) is not significantly higher than Service members in other racial/ethnic groups due to a higher margin of error (±9). Similar situations occur elsewhere in this section where statistical significance is a function of margin of error, as well as magnitude of the percentage.

Service and Race/Ethnicity. Overall, Navy (18%) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other Services to indicate that they thought their performance evaluation or chance for promotion would suffer if they reported it, whereas Air Force (11%) members were less likely (Table 86). Navy (15%) members were also more likely to indicate that they were afraid of retaliation/reprisals from their chain-of-command if they reported the one situation that was most bothersome, whereas Air Force (9%) members were less likely. Air Force (18%) members were less likely than members in the other Services to indicate that they thought they would be labeled a troublemaker if they reported the one situation that was most bothersome.[58] Army (25%) members were more likely than members in the other Services to indicate they thought it would make their work situation unpleasant if they reported the one situation that was most bothersome, whereas Air Force (17%) members were less likely. Detailed results by racial/ethnic groups are as follows:

- *You thought your performance evaluation or chance for promotion would suffer.* Among Whites, Air Force (10%) members were less likely than Whites in the other Services to indicate that they thought their performance evaluation or chance for promotion would suffer if they reported the one situation that was most bothersome. Among Blacks, Navy (26%) members were more likely than Blacks in the other Services to indicate that they thought their performance evaluation or chance for promotion would suffer, whereas Air Force (13%) members were less likely.

- *You were afraid of retaliation/reprisals from your chain-of-command.* Among Whites and Blacks, Air Force (8% and 11%, respectively) members were less likely than Whites in the other Services to indicate that they were afraid of retaliation/reprisals from their chain-of-command if they reported the one situation that was most bothersome. Among Hispanics, Marine Corps (10%) members were less likely than Hispanics in the other Services to indicate that they were afraid of retaliation/reprisals from their chain-of-command.

- *You thought you would be labeled a troublemaker.* Among Hispanics, Marine Corps (18%) members were less likely than Hispanics in the other Services to indicate that they thought they would be labeled a troublemaker if they reported the one situation that was most bothersome.

- *You thought it would make your work situation unpleasant.* Among Whites, Army (21%) members were more likely than Whites in the other Services to indicate that they thought it would make their work situation unpleasant if they reported the one situation that was most bothersome. Among Whites, Blacks, and Asians, Air Force members were less likely than members in the other Services to indicate that they thought it would make their work situation unpleasant. Among Hispanics, Navy (35%) members were more likely than Hispanics in the other Services to indicate that

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[58] Note that the percentage of Marine Corps (18%) members overall indicating that they thought they would be labeled a troublemaker if they reported the one situation that was most bothersome was the same as that of Air Force (18%) members overall. The percentage is not statistically different from the average of the other Services due to a higher margin of error for Marine Corps (±5) members.

they thought it would make their work situation unpleasant, whereas Marine Corps (21%) members were less likely.

Table 86.
Not Reporting the One Situation Based on Concerns for Negative Impact, by Race/Ethnicity and Service

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You thought your performance evaluation or chance for promotion would suffer	Army	17	14	21	23	23	20	12	16
	Navy	18	13	26	24	25	24	NR	18
	USMC	13	12	18	15	20	17	NR	8
	USAF	11	10	13	15	NR	14	NR	15
You were afraid of retaliation/reprisals from your chain-of-command	Army	14	12	17	16	NR	17	NR	18
	Navy	15	10	20	20	22	22	NR	14
	USMC	11	10	14	10	21	16	NR	NR
	USAF	9	8	11	13	NR	11	3	16
You thought you would be labeled a troublemaker	Army	22	20	23	28	25	32	NR	22
	Navy	22	17	27	29	27	28	NR	19
	USMC	18	17	23	18	22	20	NR	NR
	USAF	18	15	18	24	NR	20	NR	25
You thought it would make your work situation unpleasant	Army	25	21	27	29	29	36	NR	29
	Navy	23	18	27	35	30	33	NR	25
	USMC	19	17	23	21	27	29	NR	NR
	USAF	17	15	19	24	21	22	NR	27
Margins of Error			*±1-5*	*±2-7*	*±4-8*	*±5-7*	*±15-18*	*±6-10*	*±9-14*	*±10-13*

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior enlisted members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other paygrades to indicate that they thought if they reported it their performance evaluation or chance for promotion would suffer or they were afraid of retaliation/reprisals from their chain-of-command, whereas junior officers and senior officers were less likely (Table 87). Junior enlisted members were more likely than members in the other paygrades to indicate that they would be labeled a troublemaker or they thought it would make the work situation unpleasant if they reported the one situation that was most bothersome, whereas senior enlisted members, junior officers, and senior officers were less likely.

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Table 87.
Not Reporting the One Situation Based on Concerns for Negative Impact, by Race/Ethnicity and Paygrade

What were your reasons for not reporting?	Pay grade	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You thought your performance evaluation or chance for promotion would suffer	E1-E4	19	16	24	22	26	19	12	20
	E5-E9	15	11	19	19	17	23	17	13
	O1-O3	10	7	18	17	8	16	NR	7
	O4-O6	10	7	17	15	7	18	NR	14
You were afraid of retaliation/reprisals from your chain-of-command	E1-E4	15	13	20	16	26	21	NR	20
	E5-E9	12	9	1	16	15	18	8	13
	O1-O3	7	5	15	14	NR	9	NR	7
	O4-O6	8	5	14	17	7	12	NR	11
You thought you would be labeled a troublemaker	E1-E4	24	22	28	27	31	29	NR	27
	E5-E9	19	16	21	25	20	26	21	19
	O1-O3	14	10	23	22	NR	24	NR	9
	O4-O6	14	11	18	23	NR	30	NR	15
You thought it would make your work situation unpleasant	E1-E4	27	24	31	31	36	34	NR	37
	E5-E9	19	16	22	25	19	32	NR	19
	O1-O3	14	10	22	26	NR	23	NR	16
	O4-O6	13	11	20	25	9	23	NR	13
Margins of Error		*±1-3*	*±2-4*	*±3-6*	*±4-8*	*±7-15*	*±4-10*	*±12-17*	*±6-13*

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Detailed results by racial/ethnic groups are as follows:

- *You thought your performance evaluation or chance for promotion would suffer.* White and AIAN junior officers and senior officers and junior officers of Two or More Races were less likely than members in the other paygrades within their respective racial/ethnic groups to indicate that they thought their performance evaluation or chance for promotion would suffer if they reported the one situation that was most bothersome. White junior enlisted members (16%) were more likely than Whites in other paygrades to indicate that they thought their performance evaluation or chance for promotion would suffer.

- *You were afraid of retaliation/reprisals from your chain-of-command.* White junior officers (5%) and senior officers (6%), AIAN senior officers (7%), and Asian junior officers (9%) were less likely than members in the other paygrades within their respective racial/ethnic groups to indicate that they were afraid of retaliation/reprisals

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from their chain-of-command if they reported the one situation that was most bothersome. White junior enlisted members (13%) were more likely than Whites in other paygrades to indicate that they were afraid of retaliation/reprisals from their chain-of-command.

- ***You thought you would be labeled a troublemaker.*** Among Whites, junior enlisted members (22%) were more likely than Whites in other paygrades to indicate that they thought they would be labeled a troublemaker if they reported the one situation that was most bothersome, whereas junior officers (10%) and senior officers (11%) were less likely. Among those of Two or More Races, junior officers (9%) were less likely than those in other paygrades to indicate that they thought they would be labeled a troublemaker.

- ***You thought it would make your work situation unpleasant.*** Among Whites, junior enlisted members (24%) were more likely than Whites in the other paygrades to indicate that they thought it would make their work situation unpleasant if they reported the one situation that was most bothersome, whereas junior officers (10%) and senior officers (11%) were less likely. Among Blacks, junior enlisted members (31%) were more likely than Blacks in the other paygrades to indicate that they thought it would make their work situation unpleasant, whereas senior enlisted members (22%) were less likely.[59] Among AIANs, senior officers (9%) were less likely than AIANs in other paygrades to indicate that they thought it would make their work situation unpleasant. Among those of Two or More Races, junior enlisted members (37%) were more likely than those in other paygrades to indicate that they thought it would make their work situation unpleasant, whereas senior officers (13%) were less likely.

    Deployment and Race/Ethnicity. There were no differences found overall by deployment status in belief that reporting the one situation that was most bothersome would affect performance evaluation or chance of promotion, cause retaliation/reprisals from their chain-of-command, result in being labeled a troublemaker, or make the work situation unpleasant (Table 88). Among Asians, Service members who had not been deployed in the past 12 months were more likely than Asians who had been deployed to indicate that they thought their performance evaluation or chance of promotion would suffer (23%), that they were afraid of retaliation/reprisals from their chain-of-command (21%), and they thought they would be labeled a troublemaker (30%) if they reported the one situation that was most bothersome.

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[59] Note that the percentage of Black junior officers (22%) indicating that they thought it would make their work situation unpleasant if they reported the one situation that was most bothersome was the same as that of senior enlisted members (22%). The percentage is not statistically different from the average of the other services due to a higher margin of error for junior officers (±5).

Table 88.

Not Reporting the One Situation Based on Concerns for Negative Impact, by Race/Ethnicity and Deployment Status

What were your reasons for not reporting?	Deploy Status	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You thought your performance evaluation or chance for promotion would suffer	Deploy	16	13	23	20	NR	10	NR	15
	Not-Dep	15	12	20	21	22	23	15	16
You were afraid of retaliation/reprisals from your chain-of-command	Deploy	13	11	17	15	NR	8	NR	14
	Not-Dep	13	10	16	16	20	21	12	17
You thought you would be labeled a troublemaker	Deploy	21	20	25	26	28	17	NR	14
	Not-Dep	20	17	23	25	25	30	19	25
You thought it would make your work situation unpleasant	Deploy	24	20	29	31	31	23	NR	22
	Not-Dep	21	17	24	27	27	34	32	29
Margins of Error		±1-3	±1-4	±3-6	±3-7	±11-18	±5-10	±12-16	±7-17

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Not Reporting the One Situation Based on Beliefs Nothing Would Be Done

Service members who experienced at least one racial/ethnic behavior might choose not to report the one situation that was most bothersome because they thought nothing would be done or they would not be believed.

There were no differences found overall, by race/ethnicity, or by deployment status for not reporting because Service members thought nothing would be done or they would not be believed.

Overall and Race/Ethnicity. As shown in Table 89, among Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior, 36% overall indicated they did not report it because they thought nothing would be done, and 16% indicated they thought they would not be believed. Detailed results by racial/ethnic groups are as follows:

- *You did not think anything would be done.* Blacks (40%) were more likely than Whites (34%) and NHPIs (26%) to indicate they thought nothing would be done. Those of Two or More Races (42%) were also more likely than NHPIs to indicate they thought they thought nothing would be done.

- *You did not think you would be believed.* Blacks (19%), Hispanics (19%), and Asians (20%) were more likely than Whites (13%) to indicate they thought they would not be believed.

Table 89.
Not Reporting the One Situation Based on Beliefs Nothing Would Be Done, by Race/Ethnicity

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
You did not think anything would be done	36	34	40	37	33	38	26	42
You thought you would not be believed	16	13	19	19	18	20	16	17
Margins of Error	*±1*	*±1-2*	*±2*	*±3-4*	*±7-8*	*±4-5*	*±11-12*	*±6-7*

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Marine Corps (29%) members who indicated that they and/or their families experienced at least one racial/ethnic behavior were less likely than members in the other Services to indicate they thought nothing would be done (Table 90). Army (18%) members were more likely than members in the other Services to indicate they thought they would not be believed, whereas Air Force (12%) members were less likely. Detailed results by racial/ethnic groups are as follows:

- *You did not think anything would be done.* Among Whites, Marine Corps (26%) members were less likely than Whites in the other Services to indicate they thought nothing would be done.

- *You did not think you would be believed.* Among Whites, Army (17%) members were more likely than Whites in the other Services to indicate they thought they would not be believed, whereas Air Force (11%) members were less likely. Among Asians, Air Force (13%) members were less likely than Asians in the other Services to indicate they thought they would not be believed. Similarly among NHPIs, Air Force (1%) members were less likely than NHPIs in the other Services to indicate they thought they would not be believed.

Table 90.
Not Reporting the One Situation Based on Beliefs Nothing Would Be Done, by Race/Ethnicity and Service

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You did not think anything would be done	Army	38	36	40	41	27	40	27	45
	Navy	37	35	42	36	39	41	NR	39
	USMC	29	26	34	29	NR	32	NR	NR
	USAF	35	33	39	36	NR	33	NR	36
You thought you would not be believed	Army	18	17	18	21	18	19	18	22
	Navy	17	13	23	20	21	25	NR	14
	USMC	14	12	21	14	18	15	NR	NR
	USAF	12	11	15	18	13	13	1	12
Margins of Error			*±2-4*	*±2-6*	*±4-8*	*±5-7*	*±13-17*	*±6-10*	*±7-18*	*±9-13*

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior officers (31%) who indicated that they and/or their families experienced at least one racial/ethnic behavior were less likely than members in the other paygrades to indicate that they thought nothing would be done (Table 91). Junior enlisted members (19%) were more likely than members in the other paygrades to indicate that they thought they would not be believed, whereas junior officers (9%) and senior officers (8%) were less likely. Detailed results by racial/ethnic groups are as follows:

- *You did not think anything would be done.* Among Whites, junior officers (29%) were more likely than Whites in the other paygrades to indicate that they did not think anything would be done.

- *You did not think you would be believed.* Among Whites, junior enlisted members (18%) were more likely than Whites in the other paygrades to indicate that they thought they would not be believed, whereas junior officers (7%) and senior officers (6%) were less likely. Among Blacks, senior officers (13%) were less likely than Blacks in the other paygrades to indicate that they thought they would not be believed. Among AIANs, senior officers (5%) were less likely than AIANs in the other paygrades to indicate they would not be believed.

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Table 91.
Not Reporting the One Situation Based on Beliefs Nothing Would Be Done, by Race/Ethnicity and Paygrade

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You did not think anything would be done	E1-E4	35	33	40	37	36	34	21	36
	E5-E9	37	35	40	37	27	41	NR	50
	O1-O3	31	29	39	34	NR	37	NR	34
	O4-O6	35	32	39	36	NR	51	NR	NR
You thought you would not be believed	E1-E4	19	18	23	19	22	17	NR	21
	E5-E9	15	12	18	20	13	22	NR	14
	O1-O3	9	7	15	15	NR	15	NR	9
	O4-O6	8	6	13	19	5	23	NR	11
Margins of Error			*±1-3*	*±2-3*	*±3-6*	*±4-8*	*±7-14*	*±6-11*	*±16*	*±8-13*

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Outcomes of Making a Complaint of Discrimination or Harassment

Members who reported the one situation that was most bothersome to authorities were asked whether they experienced various positive and negative actions in response to their complaint.

Positive Actions in Response to Reports of Discrimination or Harassment

Service members who report an incident of racial/ethnic harassment and discrimination might do so to create a record of the incident, halt the behavior, or prevent a recurrence, among other reasons. Members who reported the one situation that was most bothersome were asked what actions authorities took as a result. Results in this section are only presented for Service members overall and by race/ethnicity due to the low number of respondents.

Overall, about one-third (25-37%) of Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it indicated a positive response to their report (Table 92). Blacks (45%) and Hispanics (50%) were more likely than Whites (31%) to indicate the person who bothered them was talked to. Whites (37%), Blacks (37%), Hispanics (29%), and Asians (26%) were more likely than NHPIs (4%) to indicate the rules on harassment and discrimination were explained to everyone. There were no other differences found in responses to reports of discrimination or harassment by race/ethnicity.

Table 92.
Positive Actions in Response to Reports of Discrimination or Harassment, by Race/Ethnicity

What actions were taken in response to your report?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Person who bothered you was talked to	37	31	45	50	NR	38	NR	NR
The rules on harassment and discrimination were explained to everyone	30	27	37	29	20	26	4	NR
The outcome of the complaint was explained to you[a]	37	35	43	34	NR	NR	NR	NR
The situation was corrected[a]	33	31	35	34	NR	NR	NR	NR
Some action was taken against the person who bothered you[a]	25	21	27	32	NR	NR	NR	NR
Margins of Error	±4-5	±6-7	±8-9	±10-13	±17	±16-17	±11	--

Note. WEOA2005 Question 75. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Responses to this question also include the condition that the report process was completed.

Negative Actions in Response to Reports of Discrimination or Harassment

Service members who report their experiences might experience one or more types of informal negative actions, such as ostracism, adverse gossip, or attempts to punish the reporting member instead of the offender. Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it were asked if they experienced any of these negative outcomes as a result of reporting. There were no differences found overall or by racial/ethnic group by Service or deployment status in indications of negative responses to Service members' reports of the one situation that was most bothersome.

Overall and Race/Ethnicity. Overall, 14-41% of Service members indicated a negative response to their reports of racial/ethnic discrimination or harassment (Table 93). Whites (29%) and Blacks (31%) were more likely than Asians (15%) to indicate that no action was taken in response to their report. Blacks were also more likely than AIANs (14%) to indicate that no action was taken on their report.

Table 93.

Negative Actions in Response to Reports of Discrimination or Harassment, by Race/Ethnicity

What actions were taken in response to your report?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You were encouraged to drop the complaint	27	24	27	37	NR	29	NR	NR
Your complaint was discounted or not taken seriously	36	35	38	38	23	25	NR	NR
Members of your chain-of-command were hostile to you	17	16	18	20	18	13	NR	NR
Your coworkers were hostile to you	14	12	14	17	NR	NR	NR	NR
No action was taken on your report	29	29	31	31	14	15	NR	15
You do not know what action was taken	41	42	43	37	NR	35	NR	NR
Action was taken against you[a]	14	12	17	14	NR	12	NR	NR
Margins of Error	*±3-5*	*±5-6*	*±6-8*	*±10-11*	*±9-18*	*±8-18*	*--*	*±16*

Note. WEOA2005 Questions 68 and 72. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Responses to this question also include the condition that the report process was completed.

Paygrade and Race/Ethnicity. Overall, junior enlisted members (34%) were more likely than members in the other paygrades to indicate they were encouraged to drop their complaint, whereas junior officers (15%) were less likely (Table 94). Junior enlisted members (43%) were more likely than members in the other paygrades to indicate their complaint was discounted or not taken seriously. Junior enlisted members (23%) were more likely than members in the other paygrades to indicate someone in their chain-of-command was hostile to them, whereas senior officers (10%) were less likely. Junior enlisted members (21%) were more likely than members in the other paygrades to indicate their coworkers were hostile to them, whereas senior enlisted members (9%) and senior officers (6%) were less likely. Junior officers (16%) were less likely than members in the other paygrades to indicate no action was taken on their report.

Table 94.

Negative Actions in Response to Reports of Discrimination or Harassment, by Race/Ethnicity and Paygrade

What actions were taken in response to your report?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It								
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
You were encouraged to drop the complaint	E1-E4	34	31	36	NR	NR	NR	NR	NR
	E5-E9	23	21	23	30	NR	NR	NR	NR
	O1-O3	15	9	31	NR	NR	NR	NR	NR
	O4-O6	18	14	23	NR	NR	NR	NR	NR
Your complaint was discounted or not taken seriously	E1-E4	43	42	46	NR	NR	NR	NR	NR
	E5-E9	32	32	35	30	NR	NR	NR	NR
	O1-O3	27	27	31	17	NR	NR	NR	NR
	O4-O6	27	25	33	NR	NR	NR	NR	NR
Members of your chain-of-command were hostile to you	E1-E4	23	22	26	26	NR	NR	NR	NR
	E5-E9	14	13	15	16	NR	NR	NR	NR
	O1-O3	13	12	18	15	NR	NR	NR	NR
	O4-O6	10	7	21	NR	NR	NR	NR	NR
Your coworkers were hostile to you	E1-E4	21	17	22	29	NR	NR	NR	NR
	E5-E9	9	8	11	8	1	NR	NR	NR
	O1-O3	11	12	7	12	NR	NR	NR	NR
	O4-O6	6	6	11	NR	NR	NR	NR	NR
No action was taken on your report	E1-E4	34	35	34	NR	NR	NR	NR	NR
	E5-E9	27	26	29	22	NR	NR	NR	NR
	O1-O3	16	14	19	13	NR	NR	NR	NR
	O4-O6	36	34	48	NR	NR	NR	NR	NR
You do not know what action was taken	E1-E4	39	39	50	28	NR	NR	NR	NR
	E5-E9	42	43	40	45	NR	NR	NR	NR
	O1-O3	37	40	41	NR	NR	NR	NR	NR
	O4-O6	48	49	39	NR	NR	NR	NR	NR
Action was taken against you[a]	E1-E4	18	15	20	19	NR	NR	NR	NR
	E5-E9	13	10	16	8	NR	5	NR	NR
	O1-O3	8	NR	9	NR	NR	NR	NR	NR
	O4-O6	12	13	15	NR	NR	NR	NR	NR
Margins of Error		*±4-12*	*±5-17*	*±7-16*	*±10-18*	*±8*	*±7*	*--*	*--*

Note. WEOA2005 Questions 68 and 72. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Responses to this question also include the condition that the report process was completed.

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With only a few exceptions, results are not reportable for AIANs, Asians, NHPIs, and those of Two or More Races due to the low number of respondents. Among Whites, junior officers (9%) were less likely than Whites in the other paygrades to indicate they were encouraged to drop their complaint. Among Hispanics, junior officers (17%) were less likely than Hispanics in the other paygrades to indicate their complaint was discounted or not taken seriously. Among Whites, senior officers (7%) were less likely than Whites in the other paygrades to indicate someone in their chain of command was hostile to them. Among Hispanics, junior enlisted members (29%) were more likely than Hispanics in the other paygrades to indicate their coworkers were hostile to them. Among Whites, junior officers (14%) were less likely than Whites in the other paygrades to indicate no action was taken on their report.

Investigations and Informal Attempts to Handle Complaints

The Service member's equal opportunity (EO) advisor or military equal opportunity (MEO) office is responsible for conducting initial investigations of complaints of racial/ethnic harassment and discrimination and for resolving such complaints informally if possible. Service members who reported the one situation that was most bothersome were asked whether their report was being investigated and whether the situation was resolved informally. There were no differences found overall or by racial/ethnic group by Service, paygrade, and deployment status in indications that their complaint was investigated or resolved informally.

Overall and Race/Ethnicity. Overall, about one-third of Service members indicated that their complaint was investigated or resolved informally (Table 95). Blacks (36%) were more likely than Whites (25%) to indicate that their complaint was being investigated. Hispanics (46%) were more likely than Whites (26%) to indicate their situation was resolved informally.

Table 95.
Investigations and Informal Attempts to Handle Complaints, by Race/Ethnicity

What actions were taken in response to your report?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Your complaint was being investigated	29	25	36	33	22	25	NR	NR
The situation was resolved informally	30	26	31	46	NR	29	NR	NR
Margins of Error	±4	±5-6	±7	±11	±18	±15-17	--	--

Note. WEOA2005 Question 68. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Official Findings After Processing of the Complaint

The results of the investigation of a Service member's complaint of racial/ethnic harassment and discrimination are critical to determining what, if any, further action to pursue. Because incidents of racial/ethnic harassment and discrimination may be difficult to document, however, the result of the investigation might be inconclusive. Members who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it were asked whether their complaint was found to be true.[60] There were no differences found overall or by racial/ethnic group by Service, paygrade, and deployment status in indications that their complaint was found to be true.

Overall and Race/Ethnicity. Fifty two percent of Service members indicated that their complaint was found to be true (Table 96). There were no differences found by racial/ethnic group in status of Service members' complaints or findings.

Table 96.
Official Findings After Processing of the Complaint, by Race/Ethnicity

What was the outcome of your complaint?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Complaint found to be true	52	48	58	56	NR	NR	NR	NR
Margins of Error	*±5*	*±7*	*±8*	*±12*	--	--	--	--

Note. WEOA2005 Question 71. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Satisfaction with the Outcome of the Complaint

Service members who filed complaints of racial/ethnic harassment and discrimination and had a completed report process were asked about their satisfaction with the outcome of their complaint. The result is an overall measure of performance based on members' subjective judgments regarding the outcome. There were no differences found overall or by racial/ethnic group by paygrade and deployment status in satisfaction with the outcome of their complaint.

Overall and Race/Ethnicity. Overall, 29% of Service members indicated that they were satisfied with the outcome of their complaint and 37% indicated they were dissatisfied (Table 97). There were no differences found by racial/ethnic group in level of satisfaction with the outcome of the complaint.

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[60] Note that 26% of Service members indicated that their complaint was still being processed at the time of the survey.

Table 97.
Satisfaction with the Outcome of the Complaint, by Race/Ethnicity

How satisfied were you with the outcome of your complaint?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior, Reported It, and Had a Completed Report Process							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Satisfied	29	26	33	30	NR	NR	NR	NR
Dissatisfied	37	39	38	32	NR	NR	NR	NR
Margins of Error	±5	±6-7	±8-9	±11	--	--	--	--

Note. *WEOA2005* Question 73. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories very satisfied and satisfied are combined into the single category "satisfied" and categories dissatisfied and very dissatisfied are combined into the single category "dissatisfied."

  Service and Race/Ethnicity. Overall, Marine Corps (17%) members were less likely than members in the other Services to indicate they were satisfied with the outcome of their complaint (Table 98). There were no differences found by racial/ethnic group by Service in level of satisfaction with the outcome of the complaint. Results are not reportable for Hispanics, AIANs, Asians, NHPIs, and those of Two or More Races due to the low number of respondents.

Table 98.
Satisfaction with the Outcome of the Complaint, by Race/Ethnicity and Service

How satisfied were you with the outcome of your complaint?		Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior, Reported It, and Had a Completed Report Process							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Satisfied	Army	29	25	34	NR	NR	NR	NR	NR
	Navy	35	34	39	NR	NR	NR	NR	NR
	USMC	17	NR	NR	NR	NR	NR	NR	NR
	USAF	26	22	30	NR	NR	NR	NR	NR
Dissatisfied	Army	37	39	35	NR	NR	NR	NR	NR
	Navy	36	34	40	NR	NR	NR	NR	NR
	USMC	33	NR	NR	NR	NR	NR	NR	NR
	USAF	40	49	39	NR	NR	NR	NR	NR
Margins of Error			±7-17	±10-13	±13-17	--	--	--	--

Note. *WEOA2005* Question 73. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories very satisfied and satisfied are combined into the single category "satisfied" and categories dissatisfied and very dissatisfied are combined into the single category "dissatisfied."

Consequences Due to Service Members' Responses to Racial/Ethnic Situations

Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked about the consequences they experienced as a result of their complaint of the one situation that was most bothersome. Such consequences might be positive, negative, or a combination of positive and negative actions and might take a variety of forms.

Perception of the Effect of the Report on the Complainant's Success in a Military Career

Perhaps the most important consequence of Service members' reporting the one situation that was most bothersome is the effect such a complaint might have on the member's military career. Members who indicated they reported the one situation that was most bothersome were asked the extent to which they felt their chances of having a successful military career were affected. There were no differences found overall or by racial/ethnic group by Service or by deployment status in career impact from reporting the one situation that was most bothersome.

Overall and Race/Ethnicity. Overall, among Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it, 75% indicated that their chances of having a successful military career were not affected by making the report (Table 99). Six percent of Service members indicated their chances of having a successful military career were improved by making the report, while 20% indicated their chances were worse as a result of their report. No differences were found by racial/ethnic group in impact on one's military career as a result of making the report.

Table 99.
Perception of the Effect of the Report on the Complainant's Success in a Military Career, by Race/Ethnicity

Do you feel that your chances of having a successful military career will be affected by making this report?[a]	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Yes, chances improved	6	4	5	13	NR	6	NR	NR
Yes, chances worse	20	18	22	21	NR	24	NR	NR
No, career not affected	75	78	73	65	NR	70	NR	NR
Margins of Error	*±4*	*±6*	*±7*	*±11*	*--*	*±18*	*--*	*--*

Note. WEOA2005 Question 70. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Column totals do not always sum to 100% due to rounding.

Paygrade and Race/Ethnicity. Overall, senior enlisted members (79%) and junior officers (83%) who indicated that they and/or their families experienced at least one racial/ethnic behavior and reported it were more likely than members in the other paygrades to indicate their career was not affected by making the report (Table 100).[61] There were no differences found by racial/ethnic group by paygrade in perceptions of the effect of making the report on one's military career.

Table 100.
Perception of the Effect of the Report on the Complainant's Success in a Military Career, by Race/Ethnicity and Paygrade

Do you feel that your chances of having a successful military career will be affected by making this report?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Yes, chances improved	E1-E4	9	7	3	NR	NR	NR	NR	NR
	E5-E9	4	3	6	5	NR	3	NR	NR
	O1-O3	1	NR	NR	NR	NR	NR	NR	NR
	O4-O6	5	4	13	NR	NR	NR	NR	NR
Yes, chances worse	E1-E4	25	24	35	24	NR	NR	NR	NR
	E5-E9	17	15	16	19	NR	NR	NR	NR
	O1-O3	16	12	21	NR	NR	NR	NR	NR
	O4-O6	15	14	25	NR	NR	NR	NR	NR
No, career not affected	E1-E4	66	69	62	NR	NR	NR	NR	NR
	E5-E9	79	82	78	76	NR	NR	NR	NR
	O1-O3	83	88	77	NR	NR	NR	NR	NR
	O4-O6	80	82	62	NR	NR	NR	NR	NR
Margins of Error		±2-8	±3-12	±6-15	±10-16	--	±5	--	--

Note. WEOA2005 Question 70. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Negative Social Responses From Other Persons to How Service Member Handled the One Situation

Any negative career consequences of Service members' reporting the one situation that was most bothersome would likely take place over time and during designated periods (e.g., promotion eligibility). By contrast, negative social responses by others to how Service members

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[61] Note that the percentage of senior officers (80%) indicating their career was not affected by making a report of a racial/ethnic situation was higher than that of senior enlisted members (79%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for senior officers (±8).

report or handle racial/ethnic harassment and discrimination might be immediate and ongoing. Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked whether they experienced any negative career or social repercussions as a result of how they handled the situation. There were no differences found overall or by racial/ethnic group by deployment status.

Overall and Race/Ethnicity. Overall, few Service members indicated that they were ignored or shunned by others at work (6%) or blamed for the situation (7%) as a result of how they handled the situation (Table 101). Blacks (8%) were more likely than Whites (5%) to indicate they were ignored or shunned by others at work. Similarly, Blacks (9%) were more likely than Whites (5%) to indicate they were blamed for the situation.

Table 101.
Negative Social Responses by Other Persons to How Service Member Handled the One Situation, by Race/Ethnicity

Did any of the following happen to you in response to how you handled the situation?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Ignored or shunned by others at work	6	5	8	6	10	7	11	7
Blamed for the situation	7	5	9	7	9	8	10	9
Margins of Error	*±1*	*±1*	*±2*	*±2*	*±6-9*	*±3*	*±10-12*	*±5*

Note. WEOA2005 Question 76. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Army (7%) members were more likely than members in the other Services to indicate they were ignored or shunned by others at work as a result of how they handled the situation, whereas Air Force (4%) members were less likely (Table 102). Air Force (5%) members were less likely than members in the other Services to indicate they were blamed for the situation. Among those of Two or More Races, Marine Corps (1%) members were less likely than those in the other Services to indicate they were blamed for the situation.

Table 102.

Negative Social Responses by Other Persons to How Service Member Handled the One Situation, by Race/Ethnicity and Service

Did any of the following happen to you in response to how you handled the situation?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Ignored or shunned by others at work	Army	7	6	9	7	NR	11	NR	12
	Navy	6	4	10	7	NR	7	1	5
	USMC	5	4	6	5	10	5	NR	NR
	USAF	4	4	6	5	NR	4	2	6
Blamed for the situation	Army	8	5	10	8	14	11	14	11
	Navy	7	5	9	7	6	8	NR	10
	USMC	6	6	8	6	7	7	NR	1
	USAF	5	5	7	5	3	4	1	5
Margins of Error			±1-3	±2-4	±3-5	±3-4	±8-14	±4-9	±4-17	±4-11

Note. WEOA2005 Question 76. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior enlisted members (7%) were more likely than members in the other paygrades to indicate they were ignored or shunned by others at work as a result of how they handled the situation, whereas junior officers (3%) and senior officers (2%) were less likely (Table 103). Among Whites, junior officers (2%) and senior officers (1%) were less likely than members in the other paygrades to indicate they were ignored or shunned by others at work. Among Blacks, Hispanics, and those of Two or More Races, senior officers (5%, 3%, and 1%, respectively), were less likely than members in the other paygrades in their respective racial/ethnic groups to indicate they were ignored or shunned by others at work.

Overall, junior enlisted members (8%) were more likely than members in the other paygrades to indicate they were blamed for the situation as a result of how they handled the situation, whereas junior officers (4%) and senior officers (3%) were less likely. Similarly among Whites, junior enlisted members (7%) were more likely than Whites in the other paygrades to indicate they were blamed for the situation, whereas junior officers (3%) and senior officers (2%) were less likely. Among Blacks, junior enlisted members (13%) were more likely than Blacks in the other paygrades to indicate they were blamed for the situation. Among Asians, senior officers (2%) were less likely than Asians in the other paygrades to indicate they were blamed for the situation. Among those of Two or More Races, junior officers (2%) and senior officers (1%) were less likely than those in the other paygrades to indicate they were ignored or shunned by others at work.

Table 103.
Negative Social Responses by Other Persons to How Service Member Handled the One Situation, by Race/Ethnicity and Paygrade

Did any of the following happen to you in response to how you handled the situation?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Ignored or shunned by others at work	E1-E4	7	6	11	7	16	8	NR	11
	E5-E9	6	5	7	6	3	7	NR	5
	O1-O3	3	2	6	8	NR	4	NR	2
	O4-O6	2	1	5	3	2	7	NR	1
Blamed for the situation	E1-E4	8	7	13	7	8	7	NR	11
	E5-E9	6	5	7	7	11	9	NR	8
	O1-O3	4	3	6	6	NR	8	NR	2
	O4-O6	3	2	7	6	3	2	NR	1
Margins of Error		±1-2	±1-2	±2-4	±3-5	±4-16	±4-9	--	±4-9

Note. WEOA2005 Question 76. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Negative Career Impacts From Other Persons to How Service Member Handled the One Situation

Negative career consequences for reporting the most bothersome situation of racial/ethnic harassment and discrimination can take several forms, of which promotion denial is one of the most extreme. Other consequences might include job assignments that are not career enhancing, failure to nominate members for awards or other recognition, denial of requests for training, and less favorable comments on performance evaluations. Each of these actions would be likely to affect promotion decisions specifically and career prospects generally in both the near and long terms. Service members who indicated that they and/or their families experienced at least one racial/ethnic behavior were asked to indicate if they experienced any of these types of negative career impacts. There were no differences found overall, by racial/ethnic group, or by deployment status indicating negative career impacts by other persons as a result of how they handled the situation.

Overall and Race/Ethnicity. Overall, few Service members (4-7%) who indicated that they and/or their families experienced at least one racial/ethnic behavior indicated experiencing negative career impacts by other persons as a result of how they handled the situation (Table 104). Detailed results by racial/ethnic groups are as follows:

- *Given less favorable job duties.* Blacks (9%), Hispanics (8%), and Asians (8%) were more likely than Whites (5%) to indicate they were given less favorable job duties in response to how they handled the situation.

- *Denied opportunity for training.* Blacks (6%) and Hispanics (5%) were more likely than Whites (3%) and those of Two or More Races (2%) to indicate they were denied opportunities for training in response to how they handled the situation. Asians (5%) were also more likely than those of Two or More Races to indicate they were denied opportunities for training.

- *Given unfair performance appraisal.* Blacks (10%), Hispanics (7%), and Asians (9%) were more likely than Whites (5%) to indicate they were given unfair performance appraisals in response to how they handled the situation. Blacks were also more likely than Hispanics and those of Two or More Races (6%) to indicate they were given unfair performance appraisals in response to how they handled the situation.

- *Denied promotion.* Blacks (6%) were more likely than Whites (3%) to indicate they were denied promotion in response to how they handled the situation.

- *Transferred to a less desirable job.* Blacks (6%) and Hispanics (5%) were more likely than Whites (2%) to indicate they were transferred to a less desirable job in response to how they handled the situation.

Table 104.
Negative Career Impacts by Other Persons to How Service Member Handled the One Situation, by Race/Ethnicity

Did any of the following happen to you in response to how you handled the situation?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Given less favorable job duties	7	5	9	8	12	8	13	6
Denied opportunity for training	4	3	6	5	4	5	6	2
Given unfair performance appraisal	6	5	10	7	8	9	12	6
Denied promotion	4	3	6	5	7	4	12	3
Transferred to less desirable job	4	2	6	5	5	5	10	5
Margins of Error	*±1*	*±1*	*±2*	*±2*	*±4-9*	*±3*	*±8-12*	*±3-5*

Note. WEOA2005 Question 76. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, Air Force members who indicated that they and/or their families experienced at least one racial/ethnic behavior were less likely than members in the other Services to indicate they were given less favorable job duties, denied opportunities for training, given unfair performance evaluations, denied a promotion, or transferred to a less desirable job as a result of how they handled the situation (Table 105). Army members were more likely than members in the other Services to indicate they were given unfair performance appraisals or denied promotion. Detailed results by racial/ethnic groups are as follows:

- *Given less favorable job duties.* Among Whites and Asians, Air Force (both 4%) members were less likely than members in the other Services in their respective racial/ethnic groups to indicate they were given less favorable job duties as a result of how they handled the situation. Among Blacks, Marine Corps (5%) members were less likely than Blacks in the other Services to indicate they were given less favorable job duties.

- *Denied opportunity for training.* Among Blacks, Air Force (2%) members were less likely than Blacks in the other Services to indicate they were denied opportunity for training as a result of how they handled the situation.

- *Given unfair performance appraisal.* Among Whites, Blacks, AIANs, and Asians, Air Force members were less likely than members in the other Services in their respective racial/ethnic groups to indicate they were given an unfair performance appraisal as a result of how they handled the situation.

- *Denied promotion.* Among Whites, Army (5%) members were more likely than Whites in the other Services to indicate they were denied promotion as a result of how they handled the situation, whereas Whites in the Air Force (1%) were less likely. Among Blacks, Marine Corps (3%) and Air Force (2%) members were less likely than Blacks in the other Services to indicate they were denied promotion. Among Asians, Air Force (<1%) members were less likely than Asians in the other Services to indicate they were denied promotion.

- *Transferred to a less desirable job.* There were no differences found by racial/ethnic group by Service in percentage of members who indicated they were transferred to a less desirable job in response to how they handled the situation.

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Table 105.

Negative Career Impacts by Other Persons to How Service Member Handled the One Situation, by Race/Ethnicity and Service

Did any of the following happen to you in response to how you handled the situation?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Given less favorable job duties	Army	7	6	10	8	NR	8	NR	5
	Navy	8	6	10	10	8	11	NR	8
	USMC	6	6	5	6	6	9	NR	2
	USAF	5	4	7	6	NR	4	1	8
Denied opportunity for training	Army	5	4	6	5	5	5	7	3
	Navy	5	3	7	7	1	7	NR	1
	USMC	3	2	3	6	7	3	NR	1
	USAF	2	2	2	3	NR	2	1	3
Given unfair performance appraisal	Army	8	5	13	7	11	11	NR	4
	Navy	7	5	11	10	6	10	NR	11
	USMC	6	6	7	5	11	7	NR	1
	USAF	4	3	6	5	<1	5	NR	3
Denied promotion	Army	6	5	9	5	NR	7	NR	6
	Navy	4	3	7	5	3	4	NR	1
	USMC	3	2	3	5	3	2	NR	2
	USAF	2	1	2	2	1	<1	NR	2
Transferred to less desirable job	Army	4	2	7	5	7	3	NR	5
	Navy	4	3	7	6	3	6	NR	4
	USMC	3	3	4	3	4	7	NR	1
	USAF	2	2	3	4	4	2	1	7
Margins of Error		±1-3	±1-4	±3-4	±3-6	±6-14	±1-7	±7-13	±5-11

Note. WEOA2005 Question 76. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior enlisted members who indicated that they and/or their families experienced at least one racial/ethnic behavior were more likely than members in the other paygrades to indicate they were given less favorable job duties, denied opportunity for training, or given unfair performance appraisals as a result of how they handled the situation, whereas junior and senior officers were less likely (Table 106). Junior enlisted members (7%) were more likely than members in the other paygrades to indicate they were denied promotion as a result of how they handled the situation, whereas senior enlisted members (3%), junior officers (<1%), and senior officers (2%) were less likely. Junior and senior officers (both 2%) were less likely than members in the other paygrades to indicate they were transferred to a less desirable job as a result of how they handled the situation.

Table 106.
Negative Career Impacts by Other Persons to How Service Member Handled the One Situation, by Race/Ethnicity and Paygrade

Did any of the following happen to you in response to how you handled the situation?	Pay grade	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Given less favorable job duties	E1-E4	9	8	11	9	18	9	NR	6
	E5-E9	6	4	8	8	7	9	12	8
	O1-O3	3	1	5	7	5	6	NR	3
	O4-O6	3	2	6	6	5	4	NR	1
Denied opportunity for training	E1-E4	5	5	8	6	7	4	NR	1
	E5-E9	3	2	5	5	2	5	NR	3
	O1-O3	2	1	4	3	3	5	NR	2
	O4-O6	2	1	3	4	2	1	NR	1
Given unfair performance appraisal	E1-E4	8	6	15	7	10	8	NR	8
	E5-E9	6	4	8	8	6	10	NR	4
	O1-O3	3	2	8	7	2	8	NR	2
	O4-O6	3	2	8	7	3	8	NR	2
Denied promotion	E1-E4	7	5	11	6	12	4	NR	5
	E5-E9	3	2	5	3	2	5	NR	2
	O1-O3	<1	<1	1	1	2	1	NR	NR
	O4-O6	2	2	2	6	3	1	NR	1
Transferred to less desirable job	E1-E4	4	3	6	5	4	4	NR	5
	E5-E9	4	3	6	4	NR	5	NR	6
	O1-O3	2	1	3	4	NR	5	NR	1
	O4-O6	2	1	4	4	5	6	NR	3
Margins of Error			*±1-2*	*±1-3*	*±2-5*	*±3-6*	*±2-16*	*±3-11*	*±16*	*±3-9*

Note. WEOA2005 Question 76. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Detailed results by racial/ethnic groups are as follows:

- *Given less favorable job duties.* Among Whites, junior enlisted members (8%) were more likely than Whites in the other paygrades to indicate they were given less favorable job duties as a result of how they handled the situation, whereas junior officers (1%) and senior officers (2%) were less likely. Among Blacks, junior officers (5%) were less likely than Blacks in the other paygrades to indicate they were given less favorable job duties. Among those of Two or More Races, senior officers (1%) were less likely than those in the other paygrades to indicate they were given less favorable job duties.

- *Denied opportunity for training.* Among Whites, junior enlisted members (5%) were more likely than Whites in the other paygrades to indicate they were denied opportunity for training as a result of how they handled the situation, whereas White junior and senior officers (both 1%) were less likely. Among Blacks and Asians, senior officers (3% and 1%, respectively) were less likely than members in the other paygrades in their respective racial/ethnic groups to indicate they were denied opportunity for training.

- *Given unfair performance appraisal.* Among Whites, junior enlisted members (5%) were more likely than Whites in the other paygrades to indicate they were given an unfair performance appraisal as a result of how they handled the situation, whereas junior and senior officers (both 2%) were less likely. Among Blacks, junior enlisted members (15%) were more likely than Blacks in the other paygrades to indicate they were given an unfair performance appraisal as a result of how they handled the situation, whereas senior enlisted members (8%) were less likely.

- *Denied promotion.* Among Whites and Blacks, junior enlisted members were more likely than Whites and Blacks in the other paygrades to indicate they were denied promotion as a result of how they handled the situation, whereas senior enlisted members, junior officers, and senior officers were less likely. Among Hispanics and Asians, junior officers (both 1%) were less likely than Hispanics and Asians in the other paygrades in their respective racial/ethnic groups to indicate they were denied promotion.

- *Transferred to a less desirable job.* Among Whites, junior and senior officers (both 1%) were less likely than Whites in the other paygrades to indicate they were transferred to a less desirable job in response to how they handled the situation. Among those of Two or More Races, junior officers (1%) were less likely than those in the other paygrades to indicate they were transferred to a less desirable job.

Retaliation in Response to How Service Member Handled the One Situation

Service members were asked whether they believed they were targets of retaliation as a result of reporting their experience. There were no differences found overall or by racial/ethnic group by deployment status in percentage of Service members who indicated that they considered the actions that happened to them to be retaliation for reporting a racial/ethnic situation.

Overall and Race/Ethnicity. Overall, among Service members who reported the one situation, few (5%) indicated that they considered the actions that happened to them to be retaliation for reporting (Table 107). Blacks and Hispanics (both 7%) were more likely than Whites (3%) to indicate that they considered the actions retaliation for reporting.

Table 107.

Retaliation in Response to How Service Member Handled the One Situation, by Race/ Ethnicity

Do you consider any of the actions that happened to you to be retaliation for reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Yes, consider it retaliation for reporting	5	3	7	7	8	5	6	6
Margins of Error	*±1*	*±1*	*±2*	*±2*	*±9*	*±3*	*±7*	*±5*

Note. WEOA2005 Question 77. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Service and Race/Ethnicity. Overall, among Service members who reported the one situation, Army (6%) members were more likely than members in the other Services to indicate they considered the actions that happened to them to be retaliation for reporting, whereas Air Force (3%) members were less likely (Table 108). Among Hispanics and those of Two or More Races, Marine Corps (4% and 1%, respectively) members were less likely than members in the other Services in their respective racial/ethnic groups to indicate they considered the actions that happened to them to be retaliation for reporting the situation.

Table 108.

Retaliation in Response to How Service Member Handled the One Situation, by Race/ Ethnicity and Service

Do you consider any of the actions that happened to you to be retaliation for reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It								
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Yes, consider it retaliation for reporting	Army	6	4	8	9	NR	4	7	10
	Navy	5	3	7	9	5	7	NR	5
	USMC	4	3	8	4	5	4	NR	1
	USAF	3	3	5	4	NR	3	NR	NR
Margins of Error			*±1-2*	*±1-4*	*±3-5*	*±3-5*	*±9-11*	*±3-7*	*±12*	*±3-12*

Note. WEOA2005 Question 77. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, among members who reported the one situation, junior enlisted members (6%) were more likely than members in the other paygrades to indicate they considered the actions that happened to them to be retaliation for reporting, whereas junior

and senior officers (both 2%) were less likely (Table 109). Similarly among Whites, junior enlisted members (4%) were more likely than Whites in the other paygrades to indicate they considered the actions that happened to them to be retaliation for reporting the situation, whereas junior officers (2%) and senior officers (1%) were less likely. Among Blacks, senior officers (4%) were less likely than Blacks in the other paygrades to indicate they considered the actions that happened to them to be retaliation for reporting the situation. Among Asians, junior officers (2%) were less likely than Asians in the other paygrades to indicate they considered the actions that happened to them to be retaliation for reporting the situation.

Table 109.
Retaliation in Response to How Service Member Handled the One Situation, by Race/ Ethnicity and Paygrade

Do you consider any of the actions that happened to you to be retaliation for reporting?	Percent of Service Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It							
	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Yes, consider it retaliation for reporting	E1-E4	6	4	7	8	11	4	6	10
	E5-E9	5	3	7	6	3	7	7	3
	O1-O3	2	2	5	4	NR	2	NR	3
	O4-O6	2	1	4	5	3	3	NR	2
Margins of Error			*±1-2*	*±1-2*	*±2-4*	*±3-5*	*±6-16*	*±3-7*	*±13*	*±4-10*

Note. WEOA2005 Question 77. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Chapter 6: Promoting an Equal Opportunity Climate

Chapter 6 explores the effectiveness of Services' efforts to eliminate racial/ethnic harassment and discrimination and to provide support to those who experience it. This chapter presents survey results on Service members' perceptions of DoD military equal opportunity (MEO) policies and practices and their effectiveness, the availability of equal opportunity (EO) support and resources, and the amount and effectiveness of EO training. The chapter also examines members' perceptions of leadership behavior and whether the military pays too much or too little attention to issues of racial/ethnic harassment and discrimination.

Proactive Leadership

As in previous chapters of this report, each section presents findings for the military overall, as well as by race/ethnicity,[62] Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.[63] Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.[64] Also, where the questions were similar to those asked in the 1996 survey, trends are discussed.

Leaders "Walking the Talk"

Military personnel often distinguish leadership behaviors that indicate true support versus those that indicate the minimum accepted level of support. Often, military members refer to the former situation as "walking the talk." That is, members perceive that leaders are making an earnest effort to let their actions be the evidence for their words. Because leadership support is a critical ingredient to establishing an effective EO climate, Service members were asked whether three levels of leaders "make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially." The three levels of leaders were the immediate supervisor, senior leadership of the installation/ship, and senior leadership of the Service.

Overall and Race/Ethnicity. As shown in Table 110, 69-71% of Service members overall indicated their leaders are making honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what was said officially. Over 50% of members in each racial/ethnic group indicated each level of leadership is making honest efforts. Whites (73%) were more likely than Blacks (60%), Hispanics (66%), AIANs (63%), Asians (65%), and those of Two or More Races (66%) to indicate that senior Service leaders are making honest and reasonable efforts to stop racial/ethnic harassment and discrimination. Hispanics, Asians, and those of Two or More Races were also more likely than Blacks to indicate senior Service leaders

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[62] Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

[63] For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

[64] For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

are making honest efforts.[65] Whites (73%) were more likely than Blacks (59%), Hispanics (66%), AIANs (62%), Asians (65%), and those of Two or More Races (66%) to indicate that senior installation/ship leaders are making honest and reasonable efforts to stop racial/ethnic harassment and discrimination. Hispanics, Asians, and those of Two or More Races were also more likely than Blacks to indicate installation/ship leaders are making honest efforts. Whites (75%) were more likely than Blacks (63%), Hispanics (68%), AIANs (64%), Asians (67%), and those of Two or More Races (67%) to indicate that their immediate supervisor is making honest and reasonable efforts to stop racial/ethnic harassment and discrimination. Hispanics were also more likely than Blacks to indicate their immediate supervisor is making honest efforts.

Table 110.
Percent of Service Members Who Indicated Their Leadership Makes Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Year

Do the persons below make honest efforts to stop racial/ ethnic harassment and discrimination?	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/ More[b]
Senior leadership of my Service	2005	69	73	60	66	63	65	69	66
	1996	63	68	47	56	60	60		--
Senior leadership of my installation/ship	2005	69	73	59	66	62	65	65	66
	1996	62	69	46	54	56	58		--
My immediate supervisor	2005	71	75	63	68	64	67	70	67
	1996	69	74	58	63	59	60		--
Margins of Error		±1	±2	±2	±3	±7-8	±3-4	±9-10	±6

Note. WEOA2005 Question 78; *EOS1996* Question 59. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

  Survey Year. As shown in Table 110, Service members were more likely in 2005 than in 1996 to indicate their leaders at all three levels are making honest efforts. The most notable changes between 2005 and 1996 were for senior Service leadership (69% vs. 63%) and senior leadership of the member's installation/ship (69% vs. 62%). Increases between 2005 and 1996 occurred at all three levels for Blacks (59-63% vs. 46-58%) and Hispanics (66-68% vs. 54-63%). Whites (73% vs. 68%), Blacks (60% vs. 47%), and Hispanics (66% vs. 56%) were more likely in 2005 than in 1996 to indicate the senior leadership of their Service is making honest efforts to stop racial/ethnic harassment and discrimination. Whites (73% vs. 69%), Blacks (59% vs. 46%), and Hispanics (66% vs. 54%) were more likely in 2005 than in 1996 to indicate the senior leadership of their installation/ship is making efforts to eliminate racial/ethnic harassment and

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[65] Note that the percentage of NHPIs (69%) is not significantly higher than Service members in other racial/ethnic groups due to a higher margin of error (±9). Similar situations occur elsewhere in this section where statistical significance is a function of margin of error, as well as magnitude of the percentage.

discrimination. Blacks (63% vs. 58%) and Hispanics (68% vs. 63%) were more likely in 2005 than in 1996 to indicate their immediate supervisor is making honest efforts to stop racial/ethnic harassment and discrimination.

Service and Race/Ethnicity. Overall, Navy (71%) and Air Force (73%) members were more likely than members in the other Services to indicate their installation/ship leaders are making honest efforts to stop racial/ethnic harassment and discrimination (Table 111). Air Force members were also more likely than members in the other Services to indicate Service leaders (72%) and their immediate supervisors (76%) are making honest efforts. Army (64-68%) members were less likely than members in the other Services to indicate leaders of each level are making honest efforts to stop racial/ethnic harassment and discrimination.

Table 111.
Percent of Service Members Who Indicated Their Leadership Makes Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Service

Do the persons below make honest efforts to stop racial/ethnic harassment and discrimination?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Senior leadership of my Service	Army	65	68	59	60	66	60	63	71
	Navy	71	76	58	66	65	66	NR	66
	USMC	72	75	64	72	NR	65	NR	NR
	USAF	72	76	60	70	59	70	73	62
Senior leadership of my installation/ship	Army	64	68	58	58	65	62	54	68
	Navy	71	75	59	68	62	65	NR	68
	USMC	69	70	63	72	53	63	NR	NR
	USAF	73	77	61	71	60	69	79	64
My immediate supervisor	Army	68	72	62	60	69	63	62	71
	Navy	71	75	61	68	61	67	NR	68
	USMC	70	70	66	75	NR	64	NR	NR
	USAF	76	79	67	75	61	72	80	64
Margins of Error		*±2-4*	*±2-5*	*±4-6*	*±4-6*	*±12-16*	*±6-10*	*±14-16*	*±8-10*

Note. WEOA2005 Question 78. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Detailed results by racial/ethnic group showed similar patterns of responses to the overall Service findings. Among Whites, Navy and Air Force members were more likely than members in the other Services to indicate their senior Service and installation/ship leaders are making honest efforts to stop racial/ethnic harassment and discrimination. Similarly among Whites, Air Force (79%) members were more likely than Whites in the other Services to indicate their immediate supervisors are making honest efforts. Among Hispanics, Marine Corps and Air

Force members were more likely than Hispanics in the other Services to indicate installation/ship leaders and their immediate supervisors are making honest efforts. Among Whites and Hispanics, Army members were less likely than members of their respective racial/ethnic groups in the other Services to indicate members of each level of leadership were making honest efforts to stop racial/ethnic harassment and discrimination.[66] Among NHPIs, Army (54%) members were less likely than NHPIs in the other Services to indicate installation/ship leaders are making honest efforts.

Paygrade and Race/Ethnicity. As shown in Table 112, overall and for Whites, Blacks, and Hispanics, junior enlisted members were less likely than members in the other paygrades to indicate members of each level of leadership are making honest efforts to stop racial/ethnic harassment and discrimination, whereas senior enlisted members, junior officers, and senior officers were more likely.

Table 112.
Percent of Service Members Who Indicated Their Leadership Makes Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Paygrade

Do the persons below make honest efforts to stop racial/ethnic harassment and discrimination?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Senior leadership of my Service	E1-E4	60	63	49	58	56	57	64	61
	E5-E9	72	76	64	72	68	69	72	70
	O1-O3	79	82	65	76	71	71	NR	68
	O4-O6	86	89	70	80	78	78	NR	76
Senior leadership of my installation/ship	E1-E4	60	62	51	58	56	57	53	60
	E5-E9	71	76	62	71	65	68	73	69
	O1-O3	80	82	65	77	72	70	NR	76
	O4-O6	87	89	73	82	77	79	NR	79
My immediate supervisor	E1-E4	61	64	53	59	52	60	67	63
	E5-E9	74	78	68	75	72	69	70	69
	O1-O3	81	83	69	77	78	72	NR	74
	O4-O6	89	91	76	84	85	80	NR	81
Margins of Error		±2	±2-3	±3-5	±4-5	±10-15	±5-7	±13-16	±9-11

Note. WEOA2005 Question 78. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

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[66] Note that the percentage of Whites in the Marine Corps (70%) indicating that their immediate supervisor makes honest efforts to stop racial/ethnic harassment and discrimination was the lowest in the Services. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±5) members.

Among AIANs, senior officers (85%) were more likely than AIANs in the other paygrades to indicate their immediate supervisor was making honest efforts, whereas junior enlisted members (52%) were less likely. Among Asians, senior officers were more likely than Asians in the other paygrades to indicate leaders at all three levels are making honest efforts, whereas junior enlisted members were less likely. Among those of Two or More Races, senior officers were more likely than those in the other paygrades to indicate senior leadership (79%) and their immediate supervisor (81%) are making honest efforts.

Deployment and Race/Ethnicity. As shown in Table 113, overall and among Whites, members who had not been deployed in the 12 months prior to the survey were more likely than those who had been deployed to indicate their leaders at all levels are making honest efforts to stop racial/ethnic harassment and discrimination.

Table 113.
Percent of Service Members Who Indicated Their Leadership Makes Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Deployment Status

Do the persons below make honest efforts to stop racial/ethnic harassment and discrimination?	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Senior leadership of my Service	Deploy	66	69	56	64	58	65	76	56
	Not-Dep	70	74	60	66	65	65	66	69
Senior leadership of my installation/ship	Deploy	65	69	54	63	54	65	NR	55
	Not-Dep	70	74	61	66	64	65	68	69
My immediate supervisor	Deploy	68	71	62	65	63	62	NR	54
	Not-Dep	72	75	64	69	65	68	73	70
Margins of Error			*±1-3*	*±3-5*	*±3-6*	*±8-13*	*±4-9*	*±11-17*	*±6-13*

Note. WEOA2005 Question 78. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Military Attention to Racial/Ethnic Harassment and Discrimination

In both 2005 and 1996, Service members were asked whether they thought the military has paid too much or too little attention to racial/ethnic harassment and discrimination in the past several years. Members responded too much attention, the right amount of attention, or too little attention.

Overall and Race/Ethnicity. As shown in Table 114, the majority (62%) of Service members overall indicated the military has paid the right amount of attention to racial/ethnic harassment and discrimination. One fourth (24%) indicated too much attention has been paid to

this issue, whereas 14% thought too little attention has been paid. Although in each of the racial/ethnic groups, the majority (58-69%) of Service members thought the right amount of attention has been paid to racial/ethnic harassment and discrimination, there were some differences found by race/ethnicity. Compared to Blacks (4%), Whites (32%), Hispanics (15%), AIANs (21%), Asians (11%), NHPIs (21%), and those of Two or More Races (21%) were more likely to indicate too much attention has been paid to racial/ethnic harassment and discrimination. Similarly, compared to Asians, Whites, Hispanics, AIANs, NHPIs, and those of Two or More Races were more likely to indicate too much attention has been paid to racial/ethnic harassment and discrimination. Whites were also more likely than Hispanics, AIANs, NHPIs, and those of Two or More Races to indicate too much attention has been paid to racial/ethnic harassment and discrimination. In addition, compared to Whites (7%), Blacks (35%), Hispanics (19%), AIANS (19%), Asians (20%), NHPIs (21%), and those of Two or More Races (21%) were more likely to indicate too little attention has been paid to racial/ethnic harassment and discrimination. Blacks were also more likely than Hispanics, AIANs, NHPIs, and those of Two or More Races to indicate too little attention has been paid to racial/ethnic harassment and discrimination.

There were no differences found among racial/ethnic groups in beliefs that the right amount of attention has been paid to racial/ethnic harassment and discrimination.

Table 114.
Percent of Service Members Who Indicated the Military Paid Too Much or Too Little Attention to Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Year

Has the Military Paid Too Much or Too Little Attention to Racial/Ethnic Harassment and Discrimination?	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/More[b]
Too much attention	2005	24	32	4	15	21	11	21	21
	1996	22	30	3	12	23	13		--
The right amount of attention	2005	62	61	61	65	60	69	58	58
	1996	50	53	37	50	42	59		--
Too little attention	2005	14	7	35	19	19	20	21	21
	1996	28	17	62	38	34	28		--
Margins of Error			*±1*	*±2*	*±2*	*±3*	*±7-8*	*±3-4*	*±9-10*	*±6*

Note. WEOA2005 Question 79; *EOS1996* Question 60. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Survey Year. As shown in Table 114, overall, Service members were more likely in 2005 than in 1996 to indicate the military paid the right amount (62% vs. 50%) or too much (24% vs. 22%) attention to racial/ethnic harassment and discrimination. Members were less likely in 2005 than in 1996 to indicate the military paid too little attention (14% vs. 28%) to racial/ethnic harassment and discrimination.

Within racial/ethnic groups, Whites were more likely in 2005 than in 1996 to indicate the military paid too much (32% vs. 30%) or the right amount (61% vs. 53%) of attention to racial/ethnic harassment and discrimination. Whites were less likely to indicate the military paid too little attention (7% vs. 17%) to racial/ethnic harassment and discrimination. Similarly, Blacks were more likely in 2005 than in 1996 to indicate the military paid the right amount of attention (61% vs. 37%) and less likely to indicate the military paid too little (35% vs. 62%) attention to racial/ethnic harassment and discrimination. Hispanics were also more likely in 2005 than in 1996 to indicate the military paid too much (15% vs. 12%) or the right amount (65% vs. 50%) of attention and less likely to indicate the military paid too little attention (19% vs. 38%) to this issue. AIANs were more likely to indicate the military paid the right amount of attention (60% vs. 42%) and less likely to indicate the military paid too little attention (19% vs. 34%) to racial/ethnic harassment and discrimination.

Service and Race/Ethnicity. As shown in Table 115, across all Services, the majority of members (59-66%) agreed that the right amount of attention has been paid to racial/ethnic harassment and discrimination. However, there were some differences found by Service overall and by Service and race/ethnicity. Overall, Marine Corps (29%) members were more likely than members in the other Services to indicate too much attention has been paid to racial/ethnic harassment and discrimination. In addition, Army and Navy (both 17%) members were more likely than members in the other Services to indicate too little attention has been paid to racial/ethnic harassment and discrimination, whereas members of the Marine Corps (11%) and Air Force (10%) were less likely.

Among Whites, Army and Navy (both 9%) members were more likely than Whites in the other Services to indicate too little attention has been paid to racial/ethnic harassment and discrimination, whereas Air Force (4%) members were less likely. Hispanics in the Marine Corps and Air Force (both 15%) were less likely than Hispanics in the other Services to indicate too little attention has been paid to racial/ethnic harassment and discrimination. Among those of Two or More Races, Marine Corps (5%) members were less likely than those in the other Services to agree too little attention has been paid to racial/ethnic harassment and discrimination.

Table 115.

Percent of Service Members Who Indicated the Military Paid Too Much or Too Little Attention to Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Service

Has the Military Paid Too Much or Too Little Attention to Racial/Ethnic Harassment and Discrimination?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Too much attention	Army	24	33	5	16	23	12	24	26
	Navy	21	29	3	14	16	9	NR	17
	USMC	29	36	6	17	17	13	NR	NR
	USAF	24	30	3	15	26	12	NR	17
The right amount of attention	Army	59	57	61	61	60	65	52	51
	Navy	62	62	59	65	59	70	NR	60
	USMC	61	58	64	69	69	69	NR	NR
	USAF	66	66	63	71	58	74	NR	62
Too little attention	Army	17	9	34	23	18	23	24	23
	Navy	17	9	38	21	25	21	NR	23
	USMC	11	6	30	15	14	18	NR	5
	USAF	10	4	34	15	15	13	15	21
Margins of Error			±1-4	±1-5	±2-6	±3-6	±7-14	±3-11	±10-16	±3-10

Note. WEOA2005 Question 79. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. As shown in Table 116, junior officers (30%) and senior officers (27%) were more likely than members in the other paygrades to indicate too much attention has been paid to racial/ethnic harassment and discrimination. Junior enlisted members (17%) were more likely than members in the other paygrades to indicate too little attention has been paid to this issue, whereas junior officers (7%) and senior officers (6%) were less likely.

Among Whites, senior enlisted members (33%) and junior officers (35%) were more likely than Whites in the other paygrades to indicate too much attention has been paid to racial/ethnic harassment and discrimination. Among Hispanics and Asians, senior officers (24% and 21%, respectively) were more likely than Hispanics and Asians in the other paygrades to indicate too much attention has been paid to this issue. Among AIANs, junior officers (38%) were more likely than AIANs in the other paygrades to indicate too much attention has been paid to this issue. Among Whites and Hispanics, junior enlisted members (11% and 23%, respectively) were more likely than Whites and Hispanics in the other paygrades to indicate too little attention has been paid to this issue, whereas junior officers (3% and 15%, respectively) and senior officers (2% and 10%, respectively) were less likely. Among AIANs, junior enlisted members (29%) were more likely than AIANs in the other paygrades to indicate too little attention has been paid to racial/ethnic harassment and discrimination, whereas senior enlisted

members (12%) and senior officers (3%) were less likely. Among Asians, junior enlisted members (25%) were more likely than Asians in the other paygrades to agree that too little attention has been paid to this issue. Among those of Two or More Races, junior officers (12%) were less likely than those in the other paygrades to indicate too little attention has been paid to racial/ethnic harassment and discrimination.

Table 116.
Percent of Service Members Who Indicated the Military Paid Too Much or Too Little Attention to Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Paygrade

Has the Military Paid Too Much or Too Little Attention to Racial/Ethnic Harassment and Discrimination?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Too much attention	E1-E4	21	29	5	14	14	5	17	16
	E5-E9	23	33	4	16	23	13	26	25
	O1-O3	30	35	4	15	38	16	11	26
	O4-O6	27	30	2	24	23	21	NR	20
The right amount of attention	E1-E4	61	61	59	64	57	70	54	63
	E5-E9	61	60	62	66	65	70	59	52
	O1-O3	63	63	60	70	47	66	NR	62
	O4-O6	67	68	63	65	65	66	NR	68
Too little attention	E1-E4	17	11	35	23	29	25	29	21
	E5-E9	15	7	34	17	12	16	15	23
	O1-O3	7	3	36	15	15	18	NR	12
	O4-O6	6	2	36	10	3	14	NR	12
Margins of Error			*±1-2*	*±1-3*	*±1-5*	*±3-6*	*±3-13*	*±2-7*	*±9-16*	*±6-12*

Note. WEOA2005 Question 79. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Deployment and Race/Ethnicity. As shown in Table 117, Service members who had been deployed in the past 12 months (26%) were slightly more likely than those who had not been deployed (23%) to indicate that too much attention has been paid to racial/ethnic harassment and discrimination. Among Whites, members who had been deployed (35%) were slightly more likely than Whites who had not been deployed (31%) to indicate too much attention has been paid to this issue. Among AIANs, those who had not been deployed (24%) were more likely than AIANs who had been deployed (10%) to indicate too much attention has been paid to racial/ethnic harassment and discrimination.

Table 117.

Percent of Service Members Who Indicated the Military Paid Too Much or Too Little Attention to Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Deployment Status

Has the Military Paid Too Much or Too Little Attention to Racial/Ethnic Harassment and Discrimination?	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Too much attention	Deploy	26	35	3	19	10	11	14	24
	Not-Dep	23	31	4	14	24	11	24	20
The right amount of attention	Deploy	59	57	60	60	66	70	NR	55
	Not-Dep	63	62	62	67	58	69	61	59
Too little attention	Deploy	16	8	37	21	24	20	NR	21
	Not-Dep	14	7	34	19	18	20	15	21
Margins of Error		±1-3	±1-3	±1-5	±2-6	±4-14	±2-8	±6-15	±5-14

Note. WEOA2005 Question 79. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Enforcement

A key component of any policy is the establishment of mechanisms to enforce the practices and processes specified in the policy. Enforcement mechanisms specify what steps will be taken to determine if a violation has actually occurred and general parameters for determining punishment when it has been determined that a violation has occurred. Each Service has detailed procedures for filing informal and formal MEO complaints.

In the next two sections of this chapter, two aspects of enforcement are discussed: publicizing the policies and enforcing penalties for non-compliance. In the third section, whether people who use the enforcement mechanisms are believed to be free from reprisal is described. Each section presents findings for the military overall, as well as by race/ethnicity,[67] Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.[68] Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.[69] Also, where the questions were similar to those asked in the 1996 survey, trends are discussed.

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[67] Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

[68] For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

[69] For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

Policies Publicized

Both overall and within racial/ethnic groups, there were no differences found by deployment status in the likelihood that members indicated policies forbidding, and complaint procedures on, racial/ethnic harassment and discrimination and the availability of complaint hotlines are publicized to a large extent in their work group or at their installation/ship.

Overall and Race/Ethnicity. As shown in Table 118, the majority of Service members agreed that in their work group (62%) and on their installation/ship (61%) policies forbidding racial/ethnic harassment and discrimination are publicized. Similarly, roughly half of Service members also agreed that in their work group (53%) and on their installation/ship (55%) complaint procedures on racial/ethnic harassment and discrimination are publicized. Slightly fewer (45%) agreed that at their installation/ship the availability of complaint hotlines is publicized.

Table 118.
Percent of Service Members Who Indicated Their Agreement With Statements About Publicizing Policies to a Large Extent, by Race/Ethnicity

To what extent…	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group, are policies forbidding racial/ethnic harassment and discrimination publicized?	62	67	55	53	50	51	56	59
In your work group, are complaint procedures on racial/ethnic harassment and discrimination publicized?	53	57	46	44	41	42	44	48
At your installation/ship, are policies forbidding racial/ethnic harassment and discrimination publicized?	61	65	54	53	50	50	49	56
At your installation/ship, are complaint procedures publicized?	55	60	49	46	43	44	44	49
At your installation/ship, is the availability of complaint hotlines publicized?	45	48	42	38	44	38	41	38
Margins of Error	*±1*	*±2*	*±2-3*	*±3*	*±7-8*	*±4*	*±10*	*±5-6*

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category large extent.

Detailed results by racial/ethnic groups are as follows:

- ***Are policies forbidding racial/ethnic harassment and discrimination publicized in your work group?*** Whites (67%) were more likely than Blacks (55%), Hispanics (53%), AIANs (50%), Asians (51%), NHPIs (56%), and those of Two of More Races (59%) to indicate policies forbidding racial/ethnic harassment and discrimination are publicized to a large extent in their work group. Service members of Two or More Races were also more likely than Asians to indicate such policies are publicized in their work group.

- ***Are complaint procedures on racial/ethnic harassment and discrimination publicized in your work group?*** Whites (57%) were more likely than Blacks (46%), Hispanics (44%), AIANs (41%), Asians (42%), NHPIs (44%), and those of Two or More Races (48%) to indicate complaint procedures on racial/ethnic harassment and discrimination are publicized to a large extent in their work group.

- ***Are policies forbidding racial/ethnic harassment and discrimination publicized at your installation/ship?*** Whites (65%) were more likely than Blacks (54%), Hispanics (53%), AIANs (50%), Asians (50%), NHPIs (49%), and those of Two or More Races (56%) to indicate policies forbidding racial/ethnic harassment and discrimination are publicized to a large extent at their installation/ship.

- ***Are complaint procedures publicized at your installation/ship?*** Whites (60%) were more likely than Blacks (49%), Hispanics (46%), AIANs (43%), Asians (44%), NHPIs (44%), and those of Two or More Races (49%) to indicate complaint procedures on racial/ethnic harassment and discrimination are publicized to a large extent at their installation/ship.

- ***Is the availability of complaint hotlines publicized at your installation/ship?*** Whites (48%) were more likely than Blacks (42%), Hispanics (38%), Asians (38%), and those of Two or More Races (38%) to indicate the availability of complaint hotlines is publicized to a large extent at their installation/ship. Blacks were also more likely than Hispanics to indicate the availability of complaint hotlines is publicized there.

Service and Race/Ethnicity. As shown in Table 119, overall, Air Force members were more likely than members in the other Services to indicate policies forbidding racial/ethnic harassment and discrimination (66%) and complaint procedures on racial/ethnic harassment (57%) and discrimination are publicized to a large extent in their work group, whereas Navy (59% and 48%, respectively) members were less likely.

Overall, Air Force (65%) members were more likely than those in the other Services to indicate policies forbidding racial/ethnic harassment and discrimination are publicized to a large extent at their installation/ship, whereas Navy (56%) members were less likely. Air Force (59%) members were more likely than members in the other Services to indicate complaint procedures on racial/ethnic harassment and discrimination are publicized to a large extent at their installation/ship, whereas Navy (50%) members were less likely. Air Force (49%) members were also more likely than those in the other Services to indicate the availability of complaint

hotlines is publicized to a large extent at their installation/ship, whereas Navy (41%) and Marine Corps (39%) members were less likely.

Table 119.
Percent of Service Members Who Indicated Their Agreement With Statements About Publicizing Policies to a Large Extent, by Race/Ethnicity and Service

To what extent…	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group, are policies forbidding racial/ ethnic harassment and discrimination publicized?	Army	62	67	57	52	57	52	56	60
	Navy	59	64	51	49	40	51	NR	56
	USMC	61	64	55	54	41	44	NR	NR
	USAF	66	69	57	59	60	53	NR	61
In your work group, are complaint procedures on racial/ethnic harassment and discrimination publicized?	Army	54	58	50	44	46	43	44	52
	Navy	48	54	41	39	31	41	NR	40
	USMC	50	53	43	44	34	37	NR	NR
	USAF	57	60	47	50	51	44	NR	50
At your installation/ship, are policies forbidding racial/ ethnic harassment and discrimination publicized?	Army	62	67	56	53	56	56	50	58
	Navy	56	62	48	48	39	47	NR	52
	USMC	60	64	54	56	39	42	NR	NR
	USAF	65	68	58	58	65	51	NR	58
At your installation/ship, are complaint procedures publicized?	Army	57	62	52	45	47	51	43	52
	Navy	50	56	44	40	32	41	NR	44
	USMC	54	57	47	48	36	37	NR	NR
	USAF	59	63	51	51	62	46	NR	49
At your installation/ship, is the availability of complaint hotlines publicized?	Army	46	49	43	39	56	40	42	41
	Navy	41	44	39	36	31	35	NR	34
	USMC	39	42	36	34	26	25	NR	NR
	USAF	49	52	46	42	54	44	NR	38
Margins of Error			*±2-4*	*±2-5*	*±4-6*	*±5-6*	*±10-14*	*±6-11*	*±14*	*±8-10*

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories large extent and very large extent are combined into the single category large extent.

Detailed results by racial/ethnic groups are as follows:

- ***Are policies forbidding racial/ethnic harassment and discrimination publicized in your work group?*** Among Whites, Air Force (69%) members were more likely than Whites in the other Services to indicate policies forbidding racial/ethnic harassment and discrimination are publicized in their work group, whereas Whites in the Navy (64%) were less likely. Blacks in the Navy (51%) were less likely than Blacks in the other Services to indicate policies forbidding racial/ethnic harassment and discrimination are publicized in their work group. Hispanics in the Air Force (59%) were more likely than Hispanics in the other Services to indicate such policies are publicized in their work group.

- ***Are complaint procedures on racial/ethnic harassment and discrimination publicized in your work group?*** Among Whites, Air Force (60%) members were more likely than Whites in the other Services to indicate complaint procedures on racial/ethnic harassment and discrimination are publicized in their work group, whereas Whites in the Navy (54%) were less likely.[70] Among Blacks, Army (50%) members were more likely than Blacks in the other Services to indicate such procedures are publicized in their work group, whereas Blacks in the Navy (41%) were less likely. Among Hispanics, Air Force (50%) members were more likely than Hispanics in the other Services to indicate the procedures are publicized, whereas Hispanics in the Navy (39%) were less likely.

- ***Are policies forbidding racial/ethnic harassment and discrimination publicized at your installation/ship?*** Among Whites, Air Force (68%) members were more likely than Whites in the other Services to indicate policies forbidding racial/ethnic harassment and discrimination are publicized at their installation/ship, whereas Whites in the Navy (62%) were less likely. Blacks and Hispanics in the Navy (both 48%) were less likely than members of their respective racial/ethnic groups in the other Services to indicate policies forbidding racial/ethnic harassment and discrimination are publicized at their installation/ship.

- ***Are complaint procedures on racial/ethnic harassment and discrimination publicized at your installation/ship?*** Among Whites, Air Force (63%) members were more likely than Whites in the other Services to indicate complaint procedures on racial/ethnic harassment and discrimination are publicized at their installation/ship, whereas Whites in the Navy (56%) were less likely. Among Blacks, Army (52%) members were more likely than Blacks in the other Services to indicate such complaint procedures are publicized at their installation/ship, whereas Blacks in the Navy (44%) were less likely. Among Hispanics, Navy (40%) members were less likely than Hispanics in the other Services to indicate such procedures are publicized at their installation/ship. Among AIANs, Air Force (62%) members were more likely

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[70] Note that the percentage of Whites in the Marine Corps (53%) indicating complaint procedures on racial/ethnic harassment and discrimination are publicized in their work group was the lowest of each of the Services. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±5) members.

than AIANs in the other Services to indicate complaint procedures on racial/ethnic harassment and discrimination are publicized at their installation/ship, whereas AIANs in the Navy (32%) were less likely.

- *Is the availability of complaint hotlines publicized at your installation/ship?* Among Whites, Air Force (52%) members were more likely than Whites in the other Services to indicate the availability of complaint hotlines is publicized at their installation/ship, whereas Whites in the Navy (44%) and Marine Corps (42%) were less likely. Among AIANs, Army (56%) members were more likely than AIANs in the other Services to indicate the availability of complaint hotlines is publicized at their installation/ship, whereas AIANs in the Navy (31%) and Marine Corps (26%) were less likely. Among Asians, Marine Corps (25%) members were less likely than Asians in the other Services to indicate the availability of complaint hotlines is publicized at their installation/ship.

Paygrade and Race/Ethnicity. As shown in Table 120, overall, the likelihood that Service members would indicate policies forbidding, and complaint procedures on, racial/ethnic harassment and discrimination in their work group and on their installation/ship increased with the member's paygrade.

Junior enlisted members were consistently less likely than members in other paygrades to indicate policies forbidding, and complaint procedures related to, racial/ethnic harassment and discrimination are publicized in their work group and installation/ship to a large extent. Conversely, senior enlisted members, junior officers, and senior officers were all more likely than members in other paygrades to indicate such policies are publicized in their work group and installation/ship to a large extent. This pattern applied across nearly all racial/ethnic groups.

Table 120.
Percent of Service Members Who Indicated Their Agreement With Statements About Publicizing Policies to a Large Extent, by Race/Ethnicity and Paygrade

To what extent…	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group, are policies forbidding racial/ ethnic harassment and discrimination publicized?	E1-E4	50	54	45	41	31	38	47	52
	E5-E9	67	71	59	61	63	58	61	64
	O1-O3	72	74	59	68	78	58	NR	66
	O4-O6	79	81	69	75	70	63	NR	76
In your work group, are complaint procedures on racial/ethnic harassment and discrimination publicized?	E1-E4	40	43	35	33	22	31	33	40
	E5-E9	58	62	51	52	53	48	49	52
	O1-O3	62	65	51	55	57	48	NR	58
	O4-O6	73	75	59	68	70	54	NR	64
At your installation/ship, are policies forbidding racial/ ethnic harassment and discrimination publicized?	E1-E4	49	53	43	43	32	35	35	51
	E5-E9	66	71	59	60	61	57	56	57
	O1-O3	71	73	61	68	71	60	NR	68
	O4-O6	78	80	66	79	83	62	NR	77
At your installation/ship, are complaint procedures publicized?	E1-E4	42	46	38	34	26	31	28	41
	E5-E9	60	65	53	53	55	51	52	52
	O1-O3	64	67	54	59	56	53	NR	64
	O4-O6	72	77	62	73	80	57	NR	67
At your installation/ship, is the availability of complaint hotlines publicized?	E1-E4	34	36	30	29	29	26	24	32
	E5-E9	50	54	47	44	55	45	52	40
	O1-O3	48	49	43	48	48	37	NR	52
	O4-O6	60	62	52	63	62	46	NR	53
Margins of Error		±2	±2-3	±3-5	±4-6	±9-16	±6-11	±13-16	±8-12

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories large extent and very large extent are combined into the single category large extent.

Detailed results by racial/ethnic groups are as follows:

- *Are policies forbidding racial/ethnic harassment and discrimination publicized in your work group?* Overall and among Whites, Blacks, Hispanics, AIANs, and Asians, junior enlisted members were less likely than members in the other paygrades to indicate the policies are publicized in their work group to a large extent, whereas senior enlisted members, junior officers (except for Blacks and Asians), and senior officers were more likely. Among those of Two or More Races, senior officers were more likely than those in the other paygrades to indicate these policies are publicized in their work group.

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- *Are complaint procedures on racial/ethnic harassment and discrimination publicized in your work group?* Overall and among Whites, Blacks, Hispanics, AIANs, Asians, and those of Two or More Races, junior enlisted members were less likely than members in the other paygrades to indicate complaint procedures on racial/ethnic harassment and discrimination are publicized in their work group to a large extent, whereas senior enlisted members (except for Those of Two or More Races), junior officers (except for Blacks, AIANs, Asians, and those of Two or More Races), and senior officers were more likely.[71]

- *Are policies forbidding racial/ethnic harassment and discrimination publicized at your installation/ship?* Overall and among Whites, Blacks, Hispanics, AIANs, and Asians, junior enlisted members were less likely than members in the other paygrades to indicate policies forbidding racial/ethnic harassment and discrimination are publicized to a large extent at their installation/ship, whereas senior enlisted members, junior officers, and senior officers were more likely. Among those of Two or More Races, senior officers were more likely than those in the other paygrades to indicate the policies are publicized at their installation/ship.

- *Are complaint procedures on racial/ethnic harassment and discrimination publicized at your installation/ship?* Overall and among all racial/ethnic groups, junior enlisted members were less likely than members in the other paygrades to indicate complaint procedures on racial/ethnic harassment and discrimination are publicized to a large extent at their installation/ship, whereas senior enlisted members (except NHPIs and those of Two or More Races), junior officers (except Blacks, AIANs, NHPIs, and those of Two or More Races), and senior officers (except NHPIs) were more likely.

- *Is the availability of complaint hotlines publicized at your installation/ship?* Overall and among all racial/ethnic groups (except those of Two or More Races), junior enlisted members were less likely than members in the other paygrades to indicate the availability of complaint hotlines is publicized to a large extent at their installation/ship, whereas senior enlisted members, junior officers (Hispanic only), and senior officers (except AIANs, Asians, and NHPIs) were more likely.[72] Among those of Two or More Races, junior and senior officers were more likely than those in the other paygrades to indicate the availability of complaint hotlines is publicized at their installation/ship.

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[71] Note that the percentage of junior officer AIANs (57%) indicating complaint procedures on racial/ethnic harassment and discrimination are publicized in their work group was higher than that of senior enlisted members (53%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for junior officers (±13).

[72] Note that the percentage of senior officer AIANs (62%) indicating the availability of complaint hotlines is publicized at their installation/ship was higher than that of senior enlisted members (55%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for senior officers (±13). Note also that the percentage of senior officer Asians (46%) indicating the availability of complaint hotlines is publicized at their installation/ship was higher than that of senior enlisted members (45%). The percentage is not significantly different from the average of other paygrades due to a higher margin of error for senior officers (±7).

Enforcing Penalties

The way in which policies and procedures on racial/ethnic harassment and discrimination are implemented is critical to shaping the behavior of Service members. It is important for DoD and each Service to publicize its policies and procedures regarding racial/ethnic harassment and discrimination. But it is even more important for DoD and the Services to enforce these policies and procedures effectively and in an unbiased manner. Leaders at all levels of an organization set the climate in which their subordinates function. Their actions in deterring and, when necessary, punishing racial/ethnic harassment and discrimination are the standards by which Service members and others will judge their commitment to and their ability to deliver on DoD's Human Goals Charter (Department of Defense, 1998) and the directives and instructions that are based on it. Service members' views on the enforcement of these DoD and Service policies provide measures of effectiveness of DoD/Service military equal opportunity programs.

Overall and Race/Ethnicity. As shown in Table 121, overall, the majority of Service members indicated complaints about racial/ethnic harassment and discrimination would be taken seriously to a large extent in their work group (70%) and at their installation/ship (72%). Fewer Service members indicated people would be able to "get away with" racial/ethnic harassment and discrimination in their work group (13%) or at their installation/ship (12%). Detailed results by racial/ethnic groups are as follows:

- *Would complaints about racial/ethnic harassment and discrimination be taken seriously in your work group?* Whites (76%) were more likely than Blacks (60%), Hispanics (63%), AIANs (63%), Asians (61%), NHPIs (62%), and those of Two or More Races (64%) to indicate complaints about racial/ethnic harassment and discrimination would be taken seriously in their work group.

- *Would people be able to get away with racial/ethnic harassment and discrimination in your work group?* Whites (12%) were less likely than Blacks (17%) and Hispanics (14%) to indicate people would be able to get away with racial/ethnic harassment and discrimination in their work group.

- *Would complaints be taken seriously at your installation/ship?* Whites (77%) were more likely than Blacks (61%), Hispanics (65%), AIANs (62%), Asians (64%), NHPIs (65%), and those of Two or More Races (64%) to indicate complaints about harassment and discrimination would be taken seriously at their installation/ship.

- *Would people be able to get away with racial/ethnic harassment and discrimination at your installation/ship?* Blacks (15%) were more likely than Whites (11%), Asians (12%), and NHPIs (7%) to indicate people would be able to get away with harassment and discrimination at their installation/ship. Hispanics (13%) and those of Two or More Races (14%) were more likely than NHPIs to indicate people would be able to get away with racial/ethnic harassment and discrimination at their installation/ship.

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Table 121.

Percent of Service Members Who Indicated Their Agreement With Statements About Enforcing Penalties to a Large Extent, by Race/Ethnicity and Year

To what extent…	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/ More[b]
In your work group, would complaints about racial/ ethnic harassment and discrimination be taken seriously?	2005	70	76	60	63	63	61	62	64
In your work group, would people be able to get away with harassment and discrimination?	2005	13	12	17	14	16	14	13	14
At your installation/ship, would complaints be taken seriously?	2005	72	77	61	65	62	64	65	64
At your installation/ship, would people be able to get away with harassment and discrimination?	2005	12	11	15	13	14	12	7	14
	1996	17	13	28	21	32	21		--
Margins of Error		*±1*	*±1-2*	*±2-3*	*±2-3*	*±5-7*	*±3-4*	*±6-10*	*±4-6*

Note. *WEOA2005* Questions 80 and 82; *EOS1996* Question 61. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category large extent.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

  Survey Year. As shown in Table 121, overall, Service members were less likely in 2005 than in 1996 to indicate people would be able to get away with racial/ethnic harassment and discrimination at their installation/ship to a large extent (12% vs. 17%). By racial/ethnic grouping, Whites (11% vs. 13%), Blacks (15% vs. 28%), Hispanics (13% vs. 21%), and AIANs (14% vs. 32%) were less likely in 2005 than in 1996 to indicate people would be able to get away with racial/ethnic harassment and discrimination at their installation/ship to a large extent.

Service and Race/Ethnicity. As shown in Table 122, Air Force (77%) members were more likely than members in the other Services to indicate complaints about racial/ethnic harassment and discrimination would be taken seriously to a large extent in their work group, whereas Army (65%) members were less likely. Air Force (12%) members were less likely than members in the other Services to indicate people would be able to get away with racial/ethnic harassment and discrimination in their work group, whereas Army (15%) members were more likely.[73] Air Force (78%) members were more likely than members in the other Services to indicate such complaints would be taken seriously at their installation/ship, whereas Army members (66%) were less likely. Army (13%) members were more likely than members in the other Services to indicate people would be able to get away with racial/ethnic harassment and discrimination at their installation/ship. Detailed results by racial/ethnic groups are as follows:

- ***Would complaints about racial/ethnic harassment and discrimination be taken seriously in your work group?*** Among Whites, Hispanics, and those of Two or More Races, Air Force members were more likely than members in the other Services to indicate complaints about racial/ethnic harassment and discrimination would be taken seriously in their work group, whereas Army (except for those of Two or More Races) members were less likely.

- ***Would people be able to get away with racial/ethnic harassment and discrimination in your work group?*** Among Whites, Army members (14%) were more likely than Whites in the other Services to indicate people would be able to get away with racial/ethnic harassment and discrimination to a large extent in their work group.

- ***Would complaints be taken seriously at your installation/ship?*** Among Whites, Air Force members (82%) were more likely than Whites in the other Services to indicate complaints about racial/ethnic harassment and discrimination would be taken seriously at their installation/ship, whereas Whites in the Army (71%) were less likely. Among Hispanics, Air Force (73%) members were more likely than Hispanics in the other Services to indicate such complaints would be taken seriously at their installation/ship.

- ***Would people be able to get away with racial/ethnic harassment and discrimination at your installation/ship?*** Among NHPIs, Navy (1%) members were less likely than NHPIs in the other Services to indicate people would be able to get away with racial/ethnic harassment and discrimination at their installation/ship.

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[73] Note that the percentage of Service members in the Marine Corps (11%) indicating that people in their work group would be able to get away with racial/ethnic harassment and discrimination was the lowest of each of the Services. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±3) members.

Table 122.

Percent of Service Members Who Indicated Their Agreement With Statements About Enforcing Penalties to a Large Extent, by Race/Ethnicity and Service

To what extent…	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
In your work group, would complaints about racial/ ethnic harassment and discrimination be taken seriously?	Army	65	70	58	56	66	56	54	61
	Navy	69	75	58	63	60	62	NR	63
	USMC	73	77	65	68	58	56	NR	NR
	USAF	77	81	62	70	65	68	74	73
In your work group, would people be able to get away with racial/ethnic harassment and discrimination?	Army	15	14	17	16	24	17	18	15
	Navy	13	12	17	14	12	12	NR	14
	USMC	11	9	16	12	12	17	NR	7
	USAF	12	11	14	14	8	12	12	13
At your installation/ship, would complaints be taken seriously?	Army	66	71	59	61	65	61	55	59
	Navy	71	77	61	63	55	65	NR	67
	USMC	73	78	64	67	NR	57	NR	NR
	USAF	78	82	66	73	69	69	70	72
At your installation/ship, would people be able to get away with racial/ethnic harassment and discrimination?	Army	13	12	16	13	18	13	9	16
	Navy	12	11	14	14	9	12	1	14
	USMC	11	10	16	11	12	12	NR	NR
	USAF	11	11	14	14	15	9	NR	11
Margins of Error		±1-3	±2-5	±3-6	±4-6	±8-17	±4-14	±2-18	±7-15

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories large extent and very large extent are combined into the single category large extent.

Paygrade and Race/Ethnicity. As shown in Table 123, overall, the percentage of Service members indicating that complaints about racial/ethnic harassment and discrimination would be taken seriously, to a large extent, in their work group and at their installation/ship increased by paygrade. In their work group, junior enlisted members (60%) were less likely than members in the other paygrades to indicate such complaints would be taken seriously, whereas senior enlisted members (72%), junior officers (84%), and senior officers (90%) were more likely. Junior enlisted members (61%) were also less likely than members in the other paygrades to indicate such complaints would be taken seriously at their installation/ship, whereas senior enlisted members (74%), junior officers (84%), and senior officers (90%) were more likely. Junior enlisted members (15%) were more likely than members in the other paygrades to indicate people would be able to get away with racial/ethnic harassment and discrimination in their work group, whereas junior officers (9%) and senior officers (10%) were less likely. Junior enlisted members (14%) were also more likely than members in the other paygrades to indicate people

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would be able to get away with such behavior to a large extent at their installation/ship, whereas senior officers (9%) were less likely.

Table 123.
Percent of Service Members Who Indicated Their Agreement With Statements About Enforcing Penalties to a Large Extent, by Race/Ethnicity and Paygrade

To what extent…	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group, would complaints about racial/ ethnic harassment and discrimination be taken seriously?	E1-E4	60	65	50	55	48	48	55	55
	E5-E9	72	78	63	68	71	67	65	68
	O1-O3	84	87	66	78	83	72	NR	85
	O4-O6	90	93	74	87	86	78	NR	82
In your work group, would people be able to get away with racial/ethnic harassment and discrimination?	E1-E4	15	14	21	15	15	15	9	17
	E5-E9	13	11	15	14	16	13	17	11
	O1-O3	10	10	13	14	20	14	NR	6
	O4-O6	9	8	11	15	10	7	NR	12
At your installation/ship, would complaints be taken seriously?	E1-E4	61	65	52	56	48	52	57	53
	E5-E9	74	79	65	71	70	70	69	70
	O1-O3	84	87	67	80	80	72	NR	82
	O4-O6	90	93	73	86	87	79	NR	82
At your installation/ship, would people be able to get away with racial/ethnic harassment and discrimination?	E1-E4	14	12	18	13	15	12	5	21
	E5-E9	12	11	14	14	13	11	8	8
	O1-O3	11	11	12	14	13	14	NR	8
	O4-O6	9	9	8	13	16	9	NR	8
Margins of Error		±1-2	±2-3	±2-5	±3-5	±7-13	±4-7	±7-16	±4-12

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories large extent and very large extent are combined into the single category large extent.

Detailed results by racial/ethnic groups are as follows:

- *Would complaints about racial/ethnic harassment and discrimination be taken seriously in your work group?* Overall and among all racial/ethnic groups (except NHPIs), junior enlisted members were less likely than members in the other paygrades to indicate complaints about racial/ethnic harassment and discrimination would be taken seriously to a large extent in their work group, whereas senior enlisted members (except those of Two or More Races), junior officers, and senior officers were more likely.

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- *Would people be able to get away with racial/ethnic harassment and discrimination in your work group?* Among Whites, junior enlisted members (14%) were more likely than Whites in the other paygrades to indicate people would be able to get away with racial/ethnic harassment and discrimination to a large extent in their work group, whereas White junior officers (10%) and senior officers (8%) were less likely. Among Blacks, junior enlisted members (21%) were more likely than Blacks in the other paygrades to indicate people would be able to get away with such behavior, whereas Black senior enlisted members (15%) and senior officers (11%) were less likely.[74] Among Asians, senior officers (7%) were less likely than Asians in the other paygrades to indicate people would be able to get away with such behavior. Among those of Two or More Races, junior officers (6%) were less likely than those in the other paygrades to indicate people would be able to get away with such behavior.

- *Would complaints be taken seriously at your installation/ship?* Overall and among all racial/ethnic groups (except NHPIs), junior enlisted members were less likely than members in the other paygrades to indicate complaints about racial/ethnic harassment and discrimination would be taken seriously to a large extent at their installation/ship, whereas senior enlisted members (except NHPIs and those of Two or More Races), junior officers, and senior officers were more likely.

- *Would people be able to get away with racial/ethnic harassment and discrimination at your installation/ship?* Among Whites, senior officers (9%) were less likely than Whites in the other paygrades to indicate people would be able to get away with racial/ethnic harassment and discrimination to a large extent at their installation/ship. Similarly among Blacks, senior officers (8%) were less likely than Blacks in the other paygrades to indicate people would be able to get away with such behavior at their installation/ship. Among Those of Two or More Races, junior enlisted members (21%) were more likely than those in the other paygrades to indicate people would be able to get away with such behavior at their installation/ship, whereas senior enlisted members (8%) were less likely.

Deployment and Race/Ethnicity. As shown in Table 124, overall, members who had been deployed in the past 12 months were less likely than members who had not been deployed to indicate complaints about racial/ethnic harassment and discrimination would be taken seriously to a large extent in their work group (67% vs. 71%) and at their installation/ship (68% vs. 72%). Detailed results by racial/ethnic groups are as follows:

- *Would complaints about racial/ethnic harassment and discrimination be taken seriously in your work group?* Whites who had been deployed (72%) were less likely than Whites who had not been deployed (77%) to indicate complaints about racial/ethnic harassment and discrimination would be taken seriously in their work group.

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[74] Note that the percentage of Black junior officers (13%) indicating people would be able to get away with racial/ethnic harassment and discrimination in their work group was lower than that of senior enlisted members (15%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for junior officers (±3).

- *Would people be able to get away with racial/ethnic harassment and discrimination in your work group?* There were no differences found by racial/ethnic group on this issue.

- *Would complaints be taken seriously at your installation/ship?* There were no differences found by racial/ethnic group on this issue.

- *Would people be able to get away with racial/ethnic harassment and discrimination at your installation/ship?* NHPIs who had been deployed (1%) were less likely than NHPIs who had not been deployed (9%) to indicate people at their installation/ship would be able to get away with racial/ethnic harassment and discrimination to a large extent.

Table 124.
Percent of Service Members Who Indicated Their Agreement With Statements About Enforcing Penalties to a Large Extent, by Race/Ethnicity and Deployment Status

To what extent…	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group, would complaints about racial/ethnic harassment and discrimination be taken seriously?	Deploy	67	72	57	58	49	61	NR	58
	Not-Dep	71	77	60	64	67	61	67	65
In your work group, would people be able to get away with racial/ethnic harassment and discrimination?	Deploy	12	11	17	12	13	13	5	14
	Not-Dep	13	12	16	15	17	14	16	13
At your installation/ship, would complaints be taken seriously?	Deploy	68	74	58	62	52	60	NR	55
	Not-Dep	72	77	62	66	65	66	68	66
At your installation/ship, would people be able to get away with racial/ethnic harassment and discrimination?	Deploy	11	9	19	10	9	10	1	14
	Not-Dep	12	11	14	14	15	12	9	14
Margins of Error		±1-3	±1-3	±2-5	±3-6	±7-13	±3-9	±3-11	±5-14

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories large extent and very large extent are combined into the single category large extent.

Freedom From Reprisal

As indicated in Chapter 5, common reasons for not reporting incidents of racial/ethnic harassment and discrimination include concern about reprisals. Reprisals might include formal actions against a Service member. However, there can also be concerns that the complainant will be labeled a troublemaker and experience informal reprisals such as ostracism. Addressing and alleviating such concerns is an important part of an MEO program. In the Army, for example, when a formal MEO complaint is filed, procedures include counseling by the unit commander of supervisors, coworkers, and others against such reprisals (Defense Equal Opportunity Management Institute, 2005).

Overall and Race/Ethnicity. As shown in Table 125, overall in 2005, more than half of Service members indicated they would feel free to report racial/ethnic harassment without reprisal to a large extent in their work group (59%) and at their installation/ship (63%).

Table 125.
Percent of Service Members Who Indicated Their Agreement With Statements About Freedom From Reprisal to a Large Extent, by Race/Ethnicity and Year

To what extent…	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/ More[b]
In your work group, would members feel free to report racial/ethnic harassment without reprisal?	2005	59	65	49	51	54	48	51	54
At your installation/ship, would Service members feel free to report racial/ethnic harassment without reprisal?	2005	63	69	51	56	58	54	53	54
	1996	62	67	51	54	53	55		--
Margins of Error		*±1*	*±2*	*±2-3*	*±3*	*±7*	*±4*	*±10*	*±6*

Note. WEOA2005 Questions 80 and 82; EOS1996 Question 61. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Response categories large extent and very large extent are combined into the single category large extent.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Detailed results by racial/ethnic groups are as follows:

- ***In your work group, would members feel free to report racial/ethnic harassment without reprisal?*** Whites (65%) were more likely than Blacks (49%), Hispanics (51%), AIANs (54%), Asians (48%), NHPIs (51%), and those of Two or More Races (54%) to indicate members would feel free to report racial/ethnic harassment without reprisal in their work group.

- *At your installation/ship, would Service members feel free to report racial/ethnic harassment without reprisal?* Whites (69%) were more likely than Blacks (51%), Hispanics (56%), AIANs (58%), Asians (54%), NHPIs (53%), and those of Two or More Races (54%) to indicate members would feel free to report racial/ethnic harassment without reprisal at their installation/ship. Hispanics were also more likely than Blacks to indicate members would feel free to report racial/ethnic harassment without reprisal at their installation/ship.

Survey Year. As shown in Table 125, the percentage of Whites who indicated members would feel free to report racial/ethnic harassment without reprisal to a large extent at their installation/ship was higher in 2005 than in 1996 (69% vs. 67%). There were no other differences found overall or within racial/ethnic groups by survey year.

Service and Race/Ethnicity. As shown in Table 126, overall, Army (55%) and Navy (57%) members were less likely than members in the other Services to indicate members would feel free to report racial/ethnic harassment without reprisal to a large extent in their work group, whereas Air Force (66%) members were more likely. Army (60%) members were also less likely than members in the other Services to indicate members would feel free to report racial/ethnic harassment without reprisal at their installation/ship, whereas Air Force (69%) members were more likely.

Table 126.
Percent of Service Members Who Indicated Their Agreement With Statements About Freedom From Reprisal to a Large Extent, by Race/Ethnicity and Service

To what extent…	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group, would members feel free to report racial/ethnic harassment without reprisal?	Army	55	61	48	46	57	41	51	53
	Navy	57	63	45	48	53	49	NR	49
	USMC	60	63	51	56	44	45	NR	NR
	USAF	66	71	54	57	58	54	NR	64
At your installation/ship, would Service members feel free to report racial/ethnic harassment without reprisal?	Army	60	66	49	53	58	51	47	49
	Navy	62	69	50	51	54	55	NR	54
	USMC	64	68	54	59	50	50	NR	NR
	USAF	69	74	55	64	68	56	NR	63
Margins of Error			±2-4	±2-5	±4-6	±5-6	±12-15	±6-10	±14	±8-10

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories large extent and very large extent are combined into the single category large extent.

Detailed results by racial/ethnic groups are as follows:

- *In your work group, would members feel free to report racial/ethnic harassment without reprisal?* Overall, and among Whites, Blacks, Hispanics, and those of Two or More Races, Air Force members were more likely than members in the other Services to indicate members would feel free to report racial/ethnic harassment without reprisal to a large extent in their work group, whereas Army members (except Blacks and those of Two or More Races) were less likely.

- *At your installation/ship, would Service members feel free to report racial/ethnic harassment without reprisal?* Among Whites, Army members (66%) were less likely than Whites in the other Services to indicate members would feel free to report racial/ethnic harassment without reprisal to a large extent at their installation/ship, whereas Whites in the Air Force (74%) were more likely. Among Hispanics, Air Force members (64%) were more likely than Hispanics in the other Services to indicate members would feel free to report racial/ethnic harassment without reprisal at their installation/ship.

Paygrade and Race/Ethnicity. As shown in Table 127, overall, junior enlisted members (48%) were less likely than members in the other paygrades to indicate members would feel free to report racial/ethnic harassment without reprisal to a large extent in their work group, whereas senior enlisted members (61%), junior officers (73%), and senior officers (84%) were more likely. Similarly, junior enlisted members (53%) were less likely than members in the other paygrades to indicate members would feel free to report racial/ethnic harassment without reprisal at their installation/ship, whereas senior enlisted members (66%), junior officers (76%), and senior officers (85%) were more likely. Detailed results by racial/ethnic groups are as follows:

- *In your work group, would members feel free to report racial/ethnic harassment without reprisal?* Overall and among all racial/ethnic groups (except NHPIs), junior enlisted members were less likely than members in the other paygrades to indicate members would feel free to report racial/ethnic harassment without reprisal to a large extent in their work group, whereas senior enlisted members (except AIANs, Asians, and those of Two or More Races), junior officers (except Blacks), and senior officers were more likely.

- *At your installation/ship, would Service members feel free to report racial/ethnic harassment without reprisal?* Overall and among all racial/ethnic groups (except NHPIs), junior enlisted members were less likely than members in the other paygrades to indicate members would feel free to report racial/ethnic harassment without reprisal to a large extent at their installation/ship, whereas senior enlisted members (except AIANs, Asians, and those of Two or More Races), junior officers (except Blacks and Asians), and senior officers were more likely.[75]

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[75] Note that the percentage of Black junior officers (56%) indicating people feel free to report such harassment without reprisal at their installation/ship was higher than that of senior enlisted members (55%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for junior officers (±4). Note also that the percentage of Asian junior officers (61%) indicating people feel free to report such

Table 127.
Percent of Service Members Who Indicated Their Agreement With Statements About Freedom From Reprisal to a Large Extent, by Race/Ethnicity and Paygrade

To what extent…	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
In your work group, would members feel free to report racial/ethnic harassment without reprisal?	E1-E4	48	53	40	42	39	35	46	45
	E5-E9	61	67	52	56	63	52	53	58
	O1-O3	73	77	53	64	78	57	NR	75
	O4-O6	84	87	65	75	74	71	NR	75
At your installation/ship, would Service members feel free to report racial/ethnic harassment without reprisal?	E1-E4	53	59	42	47	43	39	46	45
	E5-E9	66	72	55	61	66	60	55	57
	O1-O3	76	79	56	68	76	61	NR	79
	O4-O6	85	88	64	80	80	74	NR	75
Margins of Error		±2	±2-3	±3-5	±4-6	±10-14	±6-7	±13-16	±7-11

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories large extent and very large extent are combined into the single category large extent.

Deployment and Race/Ethnicity. As shown in Table 128, overall, members who had been deployed in the past 12 months (56%) were less likely than those who had not been deployed (60%) to indicate members would feel free to report racial/ethnic harassment without reprisal to a large extent in their work group. Similarly, members who had been deployed (61%) were less likely than those who had not been deployed (64%) to indicate members would feel free to report racial/ethnic harassment without reprisal at their installation/ship. Detailed results by racial/ethnic groups are as follows:

- *In your work group, would members feel free to report racial/ethnic harassment without reprisal?* AIANs who had been deployed (41%) were less likely than AIANs who had not been deployed (59%) to indicate members would feel free to report racial/ethnic harassment without reprisal to a large extent in their work group.

- *At your installation/ship, would Service members feel free to report racial/ethnic harassment without reprisal?* There were no differences found by deployment status within any racial/ethnic group.

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harassment without reprisal at their installation/ship was higher than that of senior enlisted members (60%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for junior officers (±6).

Table 128.

Percent of Service Members Who Indicated Their Agreement With Statements About Freedom From Reprisal to a Large Extent, by Race/Ethnicity and Deployment Status

To what extent…	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In your work group, would members feel free to report racial/ethnic harassment without reprisal?	Deploy	56	62	46	47	41	44	NR	44
	Not-Dep	60	66	49	51	59	49	54	57
At your installation/ship, would Service members feel free to report racial/ethnic harassment without reprisal?	Deploy	61	67	51	53	44	51	NR	47
	Not-Dep	64	70	51	57	62	54	59	55
Margins of Error		*±1-3*	*±2-3*	*±3-5*	*±3-6*	*±8-13*	*±4-9*	*±11*	*±6-13*

Note. WEOA2005 Questions 80 and 82. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Response categories large extent and very large extent are combined into the single category large extent.

Training

In the next two sections, the amount of EO training received and the training topics provided to members during the 12 months prior to completion of the survey is examined. In the third section, the effectiveness of training to combat racial/ethnic harassment and discrimination is assessed. Each section presents findings for the military overall, as well as by race/ethnicity,[76] Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.[77] Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.[78] Also, where the questions were similar to those asked in the 1996 survey, trends are discussed.

Amount and Effectiveness of Training

Survey respondents were asked if they had received training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination, and, if so, how many times they received such training, and how effective the training was in eliminating or

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[76] Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

[77] For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

[78] For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

reducing incidents of racial/ethnic harassment and discrimination. Both overall and within racial/ethnic groups, there were no differences found by deployment status in the likelihood that Service members received training in racial/ethnic harassment and discrimination in the 12 months prior to the survey, in the number of times they received training, or in the likelihood that the training Service members received was very effective in reducing or preventing racial/ethnic harassment and discrimination.

   Overall and Race/Ethnicity. As shown in Table 129, overall, most Service members (80%) indicated they received training in racial/ethnic harassment and discrimination in the 12 months prior to taking the survey. Among those who received training, about one-third (35%) indicated their training was very effective in reducing or preventing racial/ethnic harassment and discrimination.

Table 129.
Training on Topics Related to Racial/Ethnic Harassment and Discrimination, by Race/ Ethnicity and Year

Training experience	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/ More[b]
Did you receive training in the past 12 months?		**Percent of Service Members Responding Yes**							
	2005	80	82	76	75	76	74	69	78
	1996	77	79	72	73	71	75		--
Margins of Error		*±1*	*±1*	*±2*	*±3*	*±7*	*±4*	*±10*	*±5*
How many times did you receive training?		**Average Number of Training Events Experienced**							
	2005	3.0	3.0	3.1	3.0	3.2	2.8	3.4	3.2
Margins of Error		*±0.1*	*±0.1*	*±0.1*	*±0.2*	*±0.4*	*±0.2*	*±0.5*	*±0.3*
How effective was the training you received in reducing/preventing harassment/discrimination?[c]		**Percent of Service Members Who Received Training**							
	2005	35	34	41	39	39	37	46	32
	1996	15	14	16	17	9	18		--
Margins of Error		*±1*	*±2*	*±2-3*	*±2-3*	*±5-9*	*±4*	*±12*	*±6*

Note. WEOA2005 Questions 87, 88, and 90; *EOS1996* Questions 70 and 72. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.
[c]Percentages are shown for Service members who responded "Very effective."

Detailed results by racial/ethnic groups are as follows:

- *Received Training.* Whites (82%) were more likely than Blacks (76%), Hispanics (75%), Asians (74%), and NHPIs (69%) to indicate they received training in racial/ethnic harassment and discrimination in the 12 months prior to the survey.

- *Number of Training Events.* Among those who received training, there were no differences found by racial/ethnic group in the average number of training events experienced.

- *Effectiveness of Training.* Among those who received training, Blacks (41%) were more likely than Whites (34%) and those of Two or More Races (32%) to indicate their training was very effective in reducing or preventing racial/ethnic harassment and discrimination. Hispanics (39%) were also more likely than Whites to indicate their training was very effective in reducing or preventing racial/ethnic harassment and discrimination.

Survey Year. As shown in Table 129, overall, Service members were more likely to indicate they received training in racial/ethnic harassment and discrimination in the 12 months prior to the survey in 2005 than in 1996 (80% vs. 77%). Among those who received training, members were also more likely to indicate their training was very effective in reducing or preventing racial/ethnic harassment and discrimination in 2005 than in 1996 (35% vs. 15%). Detailed results by racial/ethnic groups are as follows:

- *Received Training.* Whites were more likely in 2005 than in 1996 (82% vs. 79%) to indicate they received training in racial/ethnic harassment and discrimination in the 12 months prior to the survey. Blacks were also more likely in 2005 than in 1996 (76% vs. 72%) to indicate they received such training during that period.

- *Number of Training Events.* Service members in 1996 were not asked how many training events they attended in the 12 months prior to the survey.

- *Effectiveness of Training.* Among those who received training, between 2005 and 1996, Whites (34% vs. 14%), Blacks (41% vs. 16%), Hispanics (39% vs. 17%), and AIANs (39% vs. 9%) were more likely to indicate the training they received was very effective in reducing or preventing such discrimination.

Service and Race/Ethnicity. As shown in Table 130, overall, Army (87%) members were more likely than members in the other Services to indicate they received training in racial/ethnic harassment and discrimination in the 12 months prior to the survey, whereas Navy (77%), Marine Corps (75%), and Air Force (75%) members were less likely. Among those who received training, Army (3.5) members overall, compared to members in the other Services, indicated the greatest number of training events, whereas Air Force (2.3) members indicated the least.

Table 130.

Training on Topics Related to Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity and Service

Training experience	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
		Percent of Service Members Responding Yes							
Did you receive training in the past 12 months?	Army	87	89	85	82	84	80	70	85
	Navy	77	80	71	74	74	72	NR	73
	USMC	75	78	68	70	NR	66	NR	NR
	USAF	75	78	70	65	68	72	71	74
Margins of Error			±2-3	±2-4	±3-6	±5	±8-15	±6-10	±15-18	±7-10
		Average Number of Training Events Experienced							
How many times did you receive training?	Army	3.5	3.5	3.4	3.2	3.8	3.4	4.0	3.6
	Navy	3.0	3.0	3.2	3.1	3.0	2.8	NR	3.2
	USMC	3.1	3.2	3.1	2.9	2.9	2.6	3.3	NR
	USAF	2.3	2.3	2.2	2.3	2.2	2.1	2.0	2.4
Margins of Error			±0.1-0.2	±0.1-0.3	±0.2-0.3	±0.2-0.3	±0.4-0.9	±0.2-0.4	±0.6-0.9	±0.4-0.5
		Percent of Service Members Who Received Training							
How effective was the training you received in reducing/preventing harassment/discrimination?[a]	Army	33	30	41	36	41	30	NR	29
	Navy	36	33	40	40	33	41	NR	36
	USMC	37	36	39	38	29	31	NR	NR
	USAF	38	37	41	44	NR	41	NR	31
Margins of Error			±2-4	±2-6	±4-8	±6-7	±9-15	±7-13	--	±9-11

Note. WEOA2005 Questions 87, 88, and 90. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Percentages are shown for Service members who responded "Very effective."

Detailed results by racial/ethnic groups are as follows:

- *Received Training.* Among Whites, Army (89%) members were more likely than Whites in the other Services to indicate they received training in racial/ethnic harassment and discrimination in the 12 months prior to taking the survey, whereas Whites in the Air Force (78%) were less likely. Among Blacks, Army (85%) members were more likely than Blacks in the other Services to indicate they received such training during this period, whereas Blacks in the Navy (71%), Marine Corps (68%), and Air Force (70%) were less likely. Among Hispanics, Army (82%) members were more likely than Hispanics in the other Services to indicate they received training in racial/ethnic harassment and discrimination, whereas Hispanics in the Air Force (65%) were less likely. Among AIANs, Army (84%) members were

more likely than AIANs in the other Services to indicate they received such training in the 12 months prior to taking the survey.

- *Number of Training Events.* Among those who received training, Whites (3.5), Blacks (3.4), Hispanics (3.2), and Asians (3.4) in the Army indicated the greatest number of training events, whereas Whites (2.3), Blacks (2.2), Hispanics (2.3), AIANs (2.2), Asians (2.1), NHPIs (2.0), and those of Two or More Races (2.4) in the Air Force indicated the least.

- *Effectiveness of Training.* Among those who received training, overall and among Whites, Air Force (38% and 37%, respectively) members were more likely than members in the other Services to indicate their training is very effective in reducing or preventing such harassment and discrimination, whereas Army (33% and 30%, respectively) members were less likely.

Paygrade and Race/Ethnicity. As shown in Table 131, overall, junior enlisted members (75%) were less likely than members in the other paygrades to indicate they received training in racial/ethnic harassment and discrimination in the 12 months prior to taking the survey, whereas senior enlisted members and junior officers (both 82%) were more likely. Among those who received training, junior enlisted members overall (3.4), compared to members in the other paygrades, indicated the greatest number of training events, whereas senior enlisted members (2.9), junior officers (2.5), and senior officers (2.1) indicated the least. Detailed results by racial/ethnic groups are as follows:

- *Received Training.* Among Whites, Blacks, and Hispanics, junior enlisted members were less likely than members in the other paygrades to indicate they received training in racial/ethnic harassment and discrimination in the 12 months prior to the survey, whereas senior enlisted members were more likely.

- *Number of Training Events.* Among those who received training, overall and among Whites, Blacks, Hispanics, and those of Two or More Races, junior enlisted members indicated receiving the greatest number of training events. Additionally, among Whites, Blacks, Hispanics, Asians, and those of Two or More Races, junior and senior officers indicated receiving the fewest number of training events. Among AIANs, senior officers indicated receiving the fewest number of training events.

- *Effectiveness of Training.* Among those who received training, overall and among Whites, Blacks, Hispanics, and Asians, senior enlisted members were more likely than members in the other paygrades to indicate their training is very effective in reducing or preventing such harassment and discrimination, whereas junior enlisted members overall and among Hispanics and Asians were less likely. Additionally, overall and among Whites and Hispanics, junior officers were less likely than members in the other paygrades to indicate their training is very effective in reducing or preventing such harassment and discrimination. Among Blacks and those of Two or More Races senior officers were less likely than members in the other paygrades to indicate their training is very effective in reducing or preventing such harassment and discrimination

Table 131.

Training on Topics Related to Racial/Ethnic Harassment and Discrimination, by Race/ Ethnicity and Paygrade

Training experience	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
		Percent of Service Members Responding Yes							
Did you receive training in the past 12 months?	E1-E4	75	79	68	69	69	68	NR	77
	E5-E9	82	83	81	79	81	76	75	78
	O1-O3	82	83	77	78	82	78	NR	82
	O4-O6	81	82	73	74	77	77	NR	76
Margins of Error			±1-2	±2	±3-5	±3-6	±9-16	±5-7	±13	±8-12
		Average Number of Training Events Experienced							
How many times did you receive training?	E1-E4	3.4	3.5	3.4	3.3	3.0	2.9	4.4	3.6
	E5-E9	2.9	2.9	3.0	2.8	3.4	2.9	3.1	3.0
	O1-O3	2.5	2.5	2.4	2.4	2.6	2.3	2.4	2.3
	O4-O6	2.1	2.1	2.3	2.2	2.3	2.1	NR	1.9
Margins of Error		±0.1	±0.1-0.2	±0.2-0.3	±0.2-0.3	±0.4-0.7	±0.2-0.4	±0.6-1.2	±0.3-0.6
		Percent of Service Members Who Received Training							
How effective was the training you received in reducing/preventing harassment/discrimination?[a]	E1-E4	33	33	35	33	30	29	NR	32
	E5-E9	39	36	44	45	48	44	NR	33
	O1-O3	28	27	35	31	26	31	NR	33
	O4-O6	34	34	33	39	32	33	NR	19
Margins of Error		±2	±2-3	±3-6	±5-7	±11-16	±6-8	--	±9-11

Note. WEOA2005 Questions 87, 88, and 90. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/ Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Percentages are shown for Service members who responded "Very effective."

Topics Covered in Training

Service members who indicated they received training were asked to rate their training in three areas: raising awareness about inappropriate EO behaviors; promoting reporting of inappropriate behaviors; and identifying the consequences of behaviors. In this section, findings are reported for Service members who indicated strongly agree or agree, which are collapsed into a single category of "agree."

Raising Awareness about Inappropriate Behaviors. Ensuring that members recognize behaviors associated with racial/ethnic harassment and discrimination is a key component in reducing or preventing such behavior. Members were asked a series of questions related to how training contributed to their understanding of actions that are inappropriate and will not be tolerated, as well as recognition of cultural and religious diversity.

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Overall and Race/Ethnicity. As shown in Table 132, among members who received training, most indicated their training provides them with an understanding of actions considered to be racial/ethnic harassment and discrimination (88%), identifies racial/ethnic-related behaviors that are offensive to others and should not be tolerated (89%), and promotes cross cultural awareness (83%) and religious tolerance (79%).

Table 132.
Agreement That Training Raises Awareness About Inappropriate Behaviors, by Race/Ethnicity

Agree[a] that training…	Percent of Service Members Who Received Training							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Provides understanding of actions considered harassment and discrimination.	88	88	87	88	86	88	91	86
Identifies behaviors offensive to others and should not be tolerated.	89	89	88	90	87	89	91	89
Promotes cross-cultural awareness.	83	83	81	85	82	85	82	79
Promotes religious tolerance.	79	80	76	79	75	79	80	77
Margins of Error	*±2*	*±1*	*±2*	*±3*	*±6*	*±3*	*±8*	*±5*

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]Response categories *strongly agree* and *agree* are combined into the single category, "agree."

Detailed results by racial/ethnic groups are as follows:

- *Provides understanding of actions considered harassment and discrimination.* Among members who received training, there were no differences found by racial/ethnic groups in members' likelihood to indicate their training provides them with an understanding of such actions considered to be harassment and discrimination.

- *Identifies behaviors offensive to others and should not be tolerated.* Among members who received training, there were no differences found by racial/ethnic groups on members' likelihood to indicate their training identifies racial/ethnic behaviors that are offensive and should not be tolerated.

- *Promotes cross-cultural awareness.* Among members who received training, Hispanics (85%) were more likely than Blacks (81%) and those of Two or More Races (79%) to indicate their training provides cross-cultural awareness.

- **Promotes religious tolerance.** Among members who received training, Whites (80%) were more likely than Blacks (76%) to indicate their training promotes religious tolerance.

Service and Race/Ethnicity. As shown in Table 133, among members who received training, Air Force members overall were more likely than members in the other Services to indicate their training provides an understanding of actions considered to be harassment and discrimination, identifies offensive behaviors, promotes cross-cultural awareness, and promotes religious tolerance. Navy members (76%) overall were less likely than members in the other Services to indicate their training promotes religious tolerance.

Table 133.
Agreement That Training Raises Awareness About Inappropriate Behaviors, by Race/ Ethnicity and Service

Agree[a] that training…		Percent of Service Members Who Received Training							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Provides understanding of actions consider harassment and discrimination.	Army	87	86	88	89	89	86	88	89
	Navy	86	86	86	86	86	90	98	83
	USMC	88	89	84	87	84	83	NR	NR
	USAF	90	90	89	91	NR	87	90	86
Identifies behaviors offensive to others and should not be tolerated.	Army	88	87	89	91	88	86	88	91
	Navy	88	87	89	89	87	92	97	88
	USMC	88	89	87	88	85	87	NR	NR
	USAF	91	91	87	93	NR	90	NR	90
Promotes cross-cultural awareness.	Army	82	81	83	87	84	81	83	80
	Navy	82	83	77	82	86	88	NR	77
	USMC	83	84	79	84	78	80	NR	NR
	USAF	85	86	82	88	NR	85	NR	83
Promotes religious tolerance.	Army	80	79	80	81	78	77	79	78
	Navy	76	78	71	75	70	77	NR	71
	USMC	79	81	72	79	73	78	NR	NR
	USAF	82	83	75	81	NR	83	NR	79
Margins of Error		±1-4	±2-5	±3-7	±4-6	±9-15	±5-9	±7-16	±7-11

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Detailed results by racial/ethnic groups are as follows:

- ***Provides understanding of actions considered harassment and discrimination.*** Among Whites who received training, Air Force (90%) members were more likely than Whites in the other Services to indicate their training provides an understanding of actions that DoD considers harassment and discrimination.

- ***Identifies behaviors offensive to others and should not be tolerated.*** Among Whites who received training, Air Force (91%) members were more likely than Whites in the other Services to indicate their training identifies behaviors that are offensive to others and should not be tolerated.

- ***Promotes cross-cultural awareness.*** Among Whites who received training, Air Force (86%) members were more likely than Whites in the other Services to indicate their training promotes cross-cultural awareness, whereas Whites in the Army (81%) were less likely.

- ***Promotes religious tolerance.*** Among Whites who received training, Air Force (83%) members were more likely than Whites in the other Services to indicate their training promotes religious tolerance, whereas Whites in the Navy (78%) were less likely. Among Blacks, Army (80%) members were more likely than Blacks in the other Services to indicate training promotes religious tolerance, whereas Blacks in the Navy (71%) were less likely.

Paygrade and Race/Ethnicity. As shown in Table 134, among members who received training, the likelihood that members overall indicated their training conveys the intended content increased with members' paygrade. Junior enlisted members (83%) were less likely than those in the other paygrades to indicate the training provides them with an understanding of actions that DoD considers harassment and discrimination, whereas senior enlisted members (90%), junior officers (91%), and senior officers (94%) were more likely. Junior enlisted members (83%) were less likely to indicate the training identifies offensive behaviors that should not be tolerated, whereas senior enlisted members (91%), junior officers (92%), and senior officers (95%) were more likely. Junior enlisted members (77%) were less likely to indicate their training promotes cross-cultural awareness, whereas senior enlisted members (85%), junior officers (86%), and senior officers (91%) were more likely. Junior enlisted members (74%) were also less likely than members in the other paygrades to indicate their training promotes religious tolerance, whereas senior enlisted members (80%), junior officers (85%), and senior officers (88%) were more likely.

Table 134.
Agreement That Training Raises Awareness About Inappropriate Behaviors, by Race/
Ethnicity and Paygrade

Agree[a] that training…	Pay grade	Percent of Service Members Who Received Training							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Provides understanding of actions consider harassment and discrimination.	E1-E4	83	82	80	87	82	83	84	81
	E5-E9	90	90	90	89	87	90	95	89
	O1-O3	91	91	87	91	96	89	NR	94
	O4-O6	94	94	94	97	96	93	NR	94
Identifies behaviors offensive to others and should not be tolerated.	E1-E4	83	83	82	88	80	84	84	85
	E5-E9	91	91	91	91	90	92	94	92
	O1-O3	92	92	89	93	93	89	NR	97
	O4-O6	95	95	93	98	NR	95	NR	96
Promotes cross-cultural awareness.	E1-E4	77	77	71	82	76	79	NR	75
	E5-E9	85	85	84	88	86	88	81	80
	O1-O3	86	87	85	88	82	84	NR	87
	O4-O6	91	91	88	91	93	90	NR	90
Promotes religious tolerance.	E1-E4	74	75	67	74	71	77	78	74
	E5-E9	80	81	79	82	76	78	80	79
	O1-O3	85	85	80	86	90	81	NR	84
	O4-O6	88	88	86	90	85	86	NR	83
Margins of Error			±1-2	±2-3	±2-6	±3-6	±4-14	±4-8	±10-18	±5-10

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific
Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Detailed results by racial/ethnic groups are as follows:

- *Provides understanding of actions considered harassment and discrimination.*
  Among Whites who received training, junior enlisted members (82%) were less likely
  than Whites in the other paygrades to indicate their training provides an
  understanding of actions considered harassment and discrimination, whereas White
  senior enlisted members (90%), junior officers (91%), and senior officers (94%) were
  more likely. Among Blacks, junior enlisted members (80%) were less likely than
  Blacks in the other paygrades to indicate training provides an understanding of
  actions considered harassment and discrimination, whereas Black senior enlisted
  members (90%) and senior officers (94%) were more likely. Among Hispanics,
  senior officers (97%) were more likely than Hispanics in the other paygrades to
  indicate their training provides an understanding of actions considered harassment

and discrimination. Among AIANs, junior and senior officers (both 96%) were more likely than AIANs in the other paygrades to indicate training provides an understanding of actions considered harassment and discrimination. Among those of Two or More Races, junior and senior officers (both 94%) were more likely than those in the other paygrades to indicate their training provides an understanding of actions considered harassment and discrimination.

- *Identifies behaviors offensive to others and should not be tolerated.* Among Whites who received training, junior enlisted members (83%) were less likely than Whites in the other paygrades to indicate their training identifies racial/ethnic behaviors that are offensive to others and should not be tolerated, whereas White senior enlisted members (91%), junior officers (92%), and senior officers (95%) were more likely. Among Blacks, junior enlisted members (82%) were less likely than Blacks in the other paygrades to indicate training identifies racial/ethnic behaviors that are offensive to others and should not be tolerated, whereas Black senior enlisted members (91%) and senior officers (93%) were more likely. Among Hispanics, senior officers (98%) were more likely than Hispanics in the other paygrades to indicate their training identifies racial/ethnic behaviors that are offensive to others and should not be tolerated. Among Asians, senior officers (95%) were more likely than Asians in the other paygrades to indicate their training identifies racial/ethnic behaviors that are offensive to others and should not be tolerated. Among those of Two or More Races, junior officers (97%) and senior officers (96%) were more likely than those in the other paygrades to indicate training identifies racial/ethnic behaviors that are offensive to others and should not be tolerated.

- *Promotes cross-cultural awareness.* Among Whites who received training, junior enlisted members (77%) were less likely than Whites in the other paygrades to indicate their training promotes cross-cultural awareness, whereas White senior enlisted members (85%), junior officers (87%), and senior officers (91%) were more likely. Among Blacks, junior enlisted members (71%) were less likely than Blacks in the other paygrades to indicate their training promotes cross-cultural awareness, whereas Black senior enlisted members (84%) and senior officers (88%) were more likely.[79] Among Hispanics, junior enlisted members (82%) were less likely than Hispanics in the other paygrades to indicate their training promotes cross-cultural awareness, whereas Hispanic senior officers (91%) were more likely. Among AIANs, senior officers (93%) were more likely than AIANs in the other paygrades to indicate their training promotes cross-cultural awareness. Among those of Two or More Races, senior officers (90%) were more likely than those in the other paygrades to indicate their training promotes cross-cultural awareness.

- *Promotes religious tolerance.* Among Whites who received training, junior enlisted members (75%) were less likely than Whites in the other paygrades to indicate their training promotes religious tolerance, whereas White junior officers (85%) and senior

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[79] Note that the percentage of Black junior officers (85%) indicating their training promotes cross-cultural awareness was higher than that of senior enlisted members (84%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for junior officers (±4).

officers (88%) were more likely. Among Blacks, junior enlisted members (67%) were less likely than Blacks in the other paygrades to indicate their training promotes religious tolerance, whereas Black senior enlisted members (79%) and senior officers (86%) were more likely.[80] Among Hispanics, junior enlisted members (74%) were less likely than Hispanics in the other paygrades to indicate their training promotes religious tolerance, whereas Hispanic junior officers (86%) and senior officers (90%) were more likely. Among AIANs, junior officers (90%) were more likely than AIANs in the other paygrades to indicate their training promotes religious tolerance.

      Deployment and Race/Ethnicity. As shown in Table 135, among members who received training, there were no differences found overall by deployment status in the likelihood that Service members indicated their training provides understanding of harassment and discrimination, identifies offensive behaviors, and promotes cross-cultural awareness and religious tolerance. Detailed results by racial/ethnic groups are as follows:

- ***Provides understanding of actions considered harassment and discrimination.*** NHPIs who received training and who had been deployed in the past 12 months (99%) were more likely than NHPIs who had not been deployed (89%) to indicate their training provides an understanding of actions considered racial/ethnic harassment and discrimination.

- ***Identifies behaviors offensive to others and should not be tolerated.*** Among members who received training, there were no differences found by deployment status within racial/ethnic groups.

- ***Promotes cross-cultural awareness.*** Among members who received training, there were no differences found by deployment status within racial/ethnic groups.

- ***Promotes religious tolerance.*** Among members who received training, there were no differences found by deployment status within racial/ethnic groups.

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[80] Note that the percentage of Black junior officers (80%) indicating their training promotes religious tolerance was higher than that of senior enlisted members (79%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for junior officers (±4).

Table 135.

Agreement That Training Raises Awareness About Inappropriate Behaviors, by Race/Ethnicity and Deployment Status

Agree[a] that training…	Deploy Status	Percent of Service Members Who Received Training							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Provides understanding of actions consider harassment and discrimination.	Deploy	88	88	87	84	87	85	99	88
	Not-Dep	88	88	88	90	86	88	89	86
Identifies behaviors offensive to others and should not be tolerated.	Deploy	88	88	88	86	86	86	98	89
	Not-Dep	89	89	88	91	87	90	89	89
Promotes cross-cultural awareness.	Deploy	82	82	81	81	86	83	NR	85
	Not-Dep	83	83	81	87	81	85	81	77
Promotes religious tolerance.	Deploy	79	81	77	75	66	76	NR	80
	Not-Dep	79	80	76	81	78	79	80	76
Margins of Error		*±1-3*	*±1-3*	*±2-6*	*±2-8*	*±8-16*	*±4-10*	*±4-11*	*±5-13*

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Promoting Reporting. Members who received training were asked whether their training gave them useful tools for dealing with racial/ethnic harassment and discrimination, and explained the process for reporting these behaviors.

Overall and Race/Ethnicity. As shown in Table 136, overall, among members who received training, most indicated their training gives them tools to deal with (85%) and explains the process to report racial/ethnic discrimination (87%). There were no differences found by racial/ethnic groups.

Table 136.

Agreement That Training Provides Tools for Reporting Inappropriate Behaviors, by Race/ Ethnicity

Agree[a] that training…	Percent of Service Members Who Received Training							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Gives useful tools for dealing with racial/ethnic harassment/ discrimination.	85	85	85	87	82	85	89	81
Explains the process for reporting racial/ethnic harassment/ discrimination.	87	88	87	88	85	87	92	86
Margins of Error	*±2*	*±1*	*±2*	*±3*	*±7*	*±4*	*±8*	*±5*

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

[a]Response categories strongly agree and agree are combined into the single category, "agree."

> *Service and Race/Ethnicity.* As shown in Table 137, overall, among those who received training, Air Force members were more likely than members in the other Services to indicate their training gives them useful tools for dealing with racial/ethnic harassment and discrimination (87%) and explains the process for reporting racial/ethnic harassment and discrimination (89%). Detailed results by racial/ethnic groups are as follows:

- *Gives useful tools for dealing with racial/ethnic harassment/discrimination.* Among Whites, Army (83%) members were less likely than Whites in the other Services to indicate their training gives them useful tools for dealing with racial/ ethnic harassment and discrimination, whereas Whites in the Air Force (87%) were more likely.

- *Explains the process for reporting racial/ethnic harassment/discrimination.* Among Whites who received training, Army (86%) members were less likely than Whites in the other Services to indicate the training explains the process for reporting racial/ethnic harassment and discrimination, whereas Whites in the Air Force (90%) were more likely.

Table 137.

Agreement That Training Provides Tools for Reporting Inappropriate Behaviors, by Race/ Ethnicity and Service

Agree[a] that training…		Percent of Service Members Who Received Training							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Gives useful tools for dealing with racial/ethnic harassment/discrimination.	Army	83	83	84	87	85	83	88	83
	Navy	84	84	86	84	80	89	97	75
	USMC	85	86	83	86	80	79	NR	NR
	USAF	87	87	85	88	NR	85	88	86
Explains the process for reporting racial/ethnic harassment/discrimination.	Army	86	86	87	89	89	85	91	88
	Navy	87	87	87	85	84	90	97	81
	USMC	87	87	85	87	82	84	NR	NR
	USAF	89	90	86	88	NR	87	88	88
Margins of Error			±2-3	±2-5	±3-6	±4-5	±10-15	±5-9	±7-16	±7-11

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

     Paygrade and Race/Ethnicity. As shown in Table 138, overall, among those who received training, junior enlisted members were less likely than members in the other paygrades to indicate their training gives them useful tools for dealing with racial/ethnic harassment and discrimination (79%) or explains the process for reporting racial/ethnic harassment and discrimination (80%). In contrast, members in each of the higher paygrade groups were more likely than members in the other paygrades to indicate their training both provides useful tools (87-91%) and explains the reporting process (90-96%). Detailed results by racial/ethnic groups are as follows:

- ***Gives useful tools for dealing with racial/ethnic harassment/discrimination.***
  Among Whites who received training, junior enlisted members (78%) were less likely than Whites in the other paygrades to indicate their training gives them useful tools for dealing with racial/ethnic harassment and discrimination, whereas White senior enlisted members (87%), junior officers (88%), and senior officers (91%) were more likely. Among Blacks, junior enlisted members (77%) were less likely than Blacks in the other paygrades to indicate their training gives them useful tools for dealing with racial/ethnic harassment and discrimination, whereas Black senior enlisted members (87%) and senior officers (91%) were more likely. Among Hispanics and AIANs, senior officers (95% and 96%, respectively) were more likely than Hispanics and AIANs, respectively, in the other paygrades to indicate their training gives them useful tools for dealing with racial/ethnic harassment and discrimination. Among Asians, junior enlisted members (77%) were less likely than Asians in the other paygrades to indicate their training gives them useful tools for dealing with racial/ ethnic harassment and discrimination, whereas Asian senior enlisted members (90%)

were more likely. Among those of Two or More Races, junior officers (90%) and senior officers (91%) were more likely than those in the other paygrades to indicate their training gives them useful tools for dealing with racial/ethnic harassment and discrimination.

- *Explains the process for reporting racial/ethnic harassment/discrimination.* Among Whites who received training, junior enlisted members (80%) were less likely than Whites in the other paygrades to indicate their training explains the process for reporting racial/ethnic harassment and discrimination, whereas White senior enlisted members (91%), junior officers (91%), and senior officers (96%) were more likely. Among Blacks, junior enlisted members (78%) were less likely than Blacks in the other paygrades to indicate their training explains the process for reporting racial/ ethnic harassment and discrimination, whereas Black senior enlisted members (90%) and senior officers (96%) were more likely. Among Hispanics, junior enlisted members (84%) were more likely than Hispanics in the other paygrades to indicate their training explains the process for reporting racial/ethnic harassment and discrimination, whereas Hispanic junior officers (92%) and senior officers (97%) were more likely. Among Asians, junior enlisted members (80%) were less likely than Asians in the other paygrades to indicate their training explains the process for reporting racial/ethnic harassment and discrimination, whereas Asian senior enlisted members (91%) were more likely. Among those of Two or More Races, junior officers (93%) and senior officers (94%) were more likely than those in the other paygrades to indicate their training explains the process for reporting racial/ethnic harassment and discrimination.

Table 138.
Agreement That Training Provides Tools for Reporting Inappropriate Behaviors, by Race/ Ethnicity and Paygrade

Agree[a] that training…	Pay grade	Percent of Service Members Who Received Training							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Gives useful tools for dealing with racial/ethnic harassment/discrimination.	E1-E4	79	78	77	85	75	77	83	78
	E5-E9	87	87	87	87	85	90	92	82
	O1-O3	87	88	84	89	86	84	NR	90
	O4-O6	91	91	91	95	96	90	NR	91
Explains the process for reporting racial/ethnic harassment/discrimination.	E1-E4	80	80	78	84	79	80	NR	80
	E5-E9	90	91	90	89	87	91	97	90
	O1-O3	91	91	88	92	NR	88	NR	93
	O4-O6	96	96	96	97	NR	92	NR	94
Margins of Error			±1-2	±2-5	±2-5	±3-5	±10-15	±5-8	±7-18	±6-10

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Deployment and Race/Ethnicity. As shown in Table 139, among members who received training, there were no differences found by deployment status overall in the likelihood that members indicated their training gives them useful tools for dealing with and explains the process for reporting racial/ethnic harassment and discrimination. Detailed results by racial/ ethnic groups are as follows:

- *Gives useful tools for dealing with racial/ethnic harassment/discrimination.* Among members who received training, there were no differences found by deployment status within racial/ethnic groups on this issue.

- *Explains the process for reporting racial/ethnic harassment/discrimination.* Among NHPIs who received training, those who had been deployed in the past 12 months (99%) were more likely than NHPIs who had not been deployed (90%) to indicate their training explains the process for reporting racial/ethnic harassment and discrimination.

Table 139.
Agreement That Training Provides Tools for Reporting Inappropriate Behaviors, by Race/ Ethnicity and Deployment Status

Agree[a] that training…	Deploy Status	Percent of Service Members Who Received Training							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Gives useful tools for dealing with racial/ethnic harassment/discrimination.	Deploy	84	84	84	83	76	83	NR	85
	Not-Dep	85	85	85	88	83	86	89	80
Explains the process for reporting racial/ethnic harassment/discrimination.	Deploy	86	87	85	84	83	85	99	85
	Not-Dep	88	88	87	88	86	88	90	86
Margins of Error		±1-2	±2-3	±2-5	±3-7	±8-16	±4-9	±4-9	±6-13

Note. *WEOA2005* Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Outlines Consequences. To help DoD officials assess the value of training, members who indicated they had received training in the past 12 months were asked whether their training teaches the negative effects of racial/ethnic harassment and discrimination on the military, provides information on the consequences of such behavior, and clearly states DoD and Service policy on participation in organizations and activities associated with hate crimes, criminal gangs, and extremism.

Overall and Race/Ethnicity. As shown in Table 140, among members who received training, the majority indicated their training teaches that racial/ethnic harassment and discrimination reduce Service cohesion and effectiveness (89%); provides information on DoD/Service policies, procedures, and consequences (88%); and provides information on DoD/Service policies on members' participation in hate groups, gangs, or extremist organizations and activities (86%). Detailed results by racial/ethnic groups are as follows:

- *Teaches harassment/discrimination reduces cohesion and effectiveness of the Service.* Among members who received training, there were no differences found by racial/ethnic groups on this issue.

- *Provides information about policies, procedures, and consequences.* Among members who received training, Hispanics (90%) were more likely than Blacks (87%) to indicate their training provides them with information on DoD and Service policies, procedures, and consequences regarding incidents of racial/ethnic harassment and discrimination.

- *Provides information on policies on participation in hate groups/gangs/extremism.* Among members who received training, there were no differences found by racial/ethnic groups on this issue.

Table 140.
Agreement That Training Outlines Consequences of Inappropriate Behaviors, by Race/ Ethnicity

Agree[a] that training…	Percent of Service Members Who Received Training							
	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Teaches harassment/ discrimination reduces cohesion and effectiveness of the Service.	89	89	88	90	87	90	91	87
Provides information about policies, procedures, consequences.	88	88	87	90	84	87	90	85
Provides information on policies on participation in hate groups/ gangs/extremism.	86	87	85	86	82	86	84	83
Margins of Error	*±1*	*±1*	*±2*	*±2-3*	*±6-7*	*±3-4*	*±8-9*	*±5-6*

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Service and Race/Ethnicity. As shown in Table 141, among those who received training, Air Force members overall were more likely than members in the other Services to indicate their training teaches that racial/ethnic harassment/discrimination reduces Service cohesion and effectiveness (92%); provides information on policies, procedures, and consequences toward such behavior (90%); and provides information on participation in hate groups, gangs, and extremist organizations and activities (89%).

Table 141.
Agreement That Training Outlines Consequences of Inappropriate Behaviors, by Race/ Ethnicity and Service

Agree[a] that training…		Percent of Service Members Who Received Training							
	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Teaches harassment/ discrimination reduces cohesion and effectiveness of the Service.	Army	88	88	89	91	89	89	91	90
	Navy	88	88	87	88	86	90	NR	81
	USMC	89	89	87	89	82	86	NR	NR
	USAF	92	92	89	93	NR	91	NR	89
Provides information about policies, procedures, consequences.	Army	87	86	87	91	87	86	88	86
	Navy	87	87	85	88	83	88	97	84
	USMC	88	90	84	87	82	83	NR	NR
	USAF	90	91	88	91	NR	87	87	91
Provides information on policies on participation in hate groups/gangs/ extremism.	Army	85	85	85	86	85	86	86	84
	Navy	86	87	84	86	78	86	NR	79
	USMC	86	88	81	85	81	84	NR	NR
	USAF	89	89	86	88	NR	88	NR	89
Margins of Error		±1-3	±2-4	±3-6	±4-5	±9-15	±5-8	±7-16	±7-10

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Detailed results by racial/ethnic groups are as follows:

- *Teaches harassment/discrimination reduces cohesion and effectiveness of the Service.* Among Whites who received training, Air Force (92%) members were more likely than Whites in the other Services to indicate their training teaches that racial/ ethnic harassment/discrimination reduces their Service's cohesion and effectiveness.

- *Provides information about policies, procedures, and consequences.* Among Whites who received training, Army (86%) members were less likely than Whites in the other Services to indicate their training provides information about policies, procedures, and consequences related to racial/ethnic harassment and discrimination, whereas Whites in the Air Force (91%) were more likely.

- *Provides information on policies on participation in hate groups/gangs/extremism.* Among Whites who received training, Army (85%) members were less likely than Whites in the other Services to indicate their training provides information on policies regarding members' participation in hate groups, gangs, and extremist organizations and activities, whereas White in the Air Force (89%) were more likely.

Paygrade and Race/Ethnicity. As shown in Table 142, among those who received training, junior enlisted members (83%) overall were less likely than members in the other paygrades to indicate training teaches that racial/ethnic harassment/discrimination reduces Service cohesion and effectiveness, whereas senior enlisted members (91%), junior officers (93%), and senior officers (97%) were more likely. Similarly, junior enlisted members (82%) were less likely than members in the other paygrades to indicate training provides information on policies, procedures, and consequences regarding racial/ethnic harassment and discrimination, whereas senior enlisted members (90%), junior officers (92%), and senior officers (96%) were more likely. Junior enlisted members (80%) were also less likely than members in the other paygrades to indicate their training provides information on participation in hate groups, gangs, and extremist organizations and activities, whereas senior enlisted members (89%), junior officers (89%), and senior officers (94%) were more likely.

Table 142.
Agreement That Training Outlines Consequences of Inappropriate Behaviors, by Race/ Ethnicity and Paygrade

Agree[a] that training…	Pay grade	Percent of Service Members Who Received Training							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Teaches harassment/ discrimination reduces cohesion and effectiveness of the Service.	E1-E4	83	83	80	87	82	87	83	82
	E5-E9	91	91	91	92	88	90	95	90
	O1-O3	93	93	92	94	97	91	NR	96
	O4-O6	97	97	97	98	NR	97	NR	97
Provides information about policies, procedures, consequences.	E1-E4	82	82	78	87	72	81	84	79
	E5-E9	90	90	90	92	90	90	95	90
	O1-O3	92	92	89	91	96	89	NR	95
	O4-O6	96	96	96	97	NR	93	NR	96
Provides information on policies on participation in hate groups/gangs/ extremism.	E1-E4	80	81	76	83	75	83	NR	76
	E5-E9	89	89	88	88	85	88	86	88
	O1-O3	89	90	86	90	92	86	NR	92
	O4-O6	94	94	93	94	95	93	NR	95
Margins of Error		±1-2	±1-3	±2-6	±3-5	±4-14	±4-8	±10-18	±5-10

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Detailed results by racial/ethnic groups are as follows:

- **_Teaches harassment/discrimination reduces cohesion and effectiveness of the Service._** Among Whites who received training, junior enlisted members (83%) were less likely than Whites in the other paygrades to indicate training teaches that racial/ethnic harassment/discrimination reduces Service cohesion and effectiveness, whereas White senior enlisted members (91%), junior officers (93%), and senior officers (97%) were more likely. Among Blacks, junior enlisted members (80%) were also less likely than Blacks in the other paygrades to indicate training teaches that racial/ethnic harassment/discrimination reduces Service cohesion and effectiveness, whereas Black senior enlisted members (91%) and senior officers (97%) were more likely. Among Hispanics, junior officers (94%) and senior officers (98%) were more likely than Hispanics in the other paygrades to indicate training teaches that harassment/discrimination reduces Service cohesion and effectiveness. Among AIANs, junior officers (97%) were more likely than AIANs in the other paygrades to indicate training teaches that racial/ethnic harassment/discrimination reduces Service cohesion and effectiveness. Among Asians, senior officers (97%) were more likely than Asians in the other paygrades to indicate training teaches that racial/ethnic harassment/discrimination reduces Service cohesion and effectiveness. Among those of Two or More Races, junior officers (96%) and senior officers (97%) were more likely than those in the other paygrades to indicate training teaches that racial/ethnic harassment/discrimination reduces Service cohesion and effectiveness.

- **_Provides information about policies, procedures, and consequences._** Among Whites who received training, junior enlisted members (82%) were less likely than Whites in the other paygrades to indicate their training provides information about policies, procedures, and consequences related to racial/ethnic harassment and discrimination, whereas White senior enlisted members (90%), junior officers (92%), and senior officers (96%) were more likely. Among Blacks, junior enlisted members (78%) were less likely to indicate their training provides information about policies, procedures, and consequences related to racial/ethnic harassment and discrimination, whereas Black senior enlisted members (90%) and senior officers (96%) were more likely. Among Hispanics and Asians, senior officers (97% and 93%, respectively) were more likely than Hispanics and Asians in the other paygrades to indicate their training provides information about policies, procedures, and consequences related to racial/ethnic harassment and discrimination. Among those of Two or More Races, junior officers (95%) and senior officers (96%) were more likely than those in the other paygrades to indicate their training provides information about policies, procedures, and consequences related to racial/ethnic harassment and discrimination.

- **_Provides information on policies on participation in hate groups/gangs/extremism._** Among Whites who received training, junior enlisted members (81%) were less likely than Whites in the other paygrades to indicate training provides information on policies on participation in hate groups, gangs, and extremist organizations and activities, whereas White senior enlisted members (89%), junior officers (90%), and senior officers (94%) were more likely. Among Blacks, junior enlisted members (76%) were less likely than Blacks in the other paygrades to indicate training

provides information on policies on participation in hate groups, gangs, and extremist organizations and activities, whereas Black senior enlisted members (88%) and senior officers (93%) were more likely. Among Hispanics, AIANs, and Asians, senior officers (94%, 95%, and 93%, respectively) were less likely than Hispanics, AIANs, and Asians in the other paygrades to indicate training provides information on policies on participation in hate groups, gangs, and extremist organizations and activities. Among those of Two or More Races, junior enlisted members (76%) were less likely than those in the other paygrades to indicate training provides information on policies on participation in hate groups, gangs, and extremist organizations and activities, whereas junior officers (92%) and senior officers (95%) were more likely.

Deployment and Race/Ethnicity. As shown in Table 143, among members who received training, there were no differences found overall by deployment status in the likelihood that members would indicate their training includes this content.

Table 143.
Agreement That Training Outlines Consequences of Inappropriate Behaviors, by Race/Ethnicity and Deployment Status

Agree[a] that training…	Deploy Status	Percent of Service Members Who Received Training							
		Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Teaches harassment/discrimination reduces cohesion and effectiveness of the Service.	Deploy	88	88	88	86	90	87	99	87
	Not-Dep	89	89	88	91	86	90	89	87
Provides information about policies, procedures, consequences.	Deploy	87	88	86	87	85	86	99	84
	Not-Dep	88	88	87	91	84	87	88	86
Provides information on policies on participation in hate groups/gangs/extremism.	Deploy	85	87	84	79	78	86	NR	87
	Not-Dep	87	87	85	88	83	87	83	83
Margins of Error		±1-2	±1-3	±2-5	±2-7	±8-16	±4-9	±4-11	±6-13

Note. WEOA2005 Question 89. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.
[a]Response categories strongly agree and agree are combined into the single category, "agree."

Detailed results by racial/ethnic groups are as follows:

- *Teaches harassment/discrimination reduces cohesion and effectiveness of the Service.* Among NHPIs who received training, those who had been deployed in the past 12 months (99%) were more likely than those who had not been deployed (89%)

to indicate their training teaches that racial/ethnic harassment and discrimination adversely affect Service cohesion and effectiveness.

- ***Provides information about policies, procedures, and consequences.*** Among NHPIs who received training, those who had been deployed in the past 12 months (99%) were more likely than NHPIs who had not been deployed (88%) to indicate their training provides information on policies, procedures, and consequences related to racial/ethnic harassment and discrimination.

- ***Provides information on policies on participation in hate groups/gangs/extremism.*** Among Hispanics who received training, those who had been deployed in the past 12 months (79%) were less likely than Hispanics who had not been deployed (88%) to indicate their training provides information on policies on participation in hate groups, gangs, and extremist organizations and activities.

Chapter 7: Perceptions of Opportunity and Global Attitudes

The DoD Human Goals Charter places great emphasis on the responsibility of military organizations to foster an environment of equal opportunity for all Service members (Department of Defense, 1994, 1998). This chapter describes Service members' perceptions of social, economic, and career opportunities within the military and global attitudes toward race relations. Thus, it presents a picture of what members tell each other, their families, their friends, and prospective Service members about the climate of the military.

This chapter first addresses perceptions of social conditions including fair administration of criminal justice, freedom from harassment, freedom from discrimination, and freedom from extremism and hate crimes; opportunities to show pride in oneself and one's racial/ethnic group; economic conditions including pay and benefits, fair performance evaluations, education and training opportunities, and quality of life; fair opportunities for promotion; and race relations. In the second major section of this chapter, Service members were asked to indicate whether race relations were better overall in the military or in the civilian world.

As in previous chapters of this report, each section presents findings for the military overall, as well as by race/ethnicity,[81] Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.[82] Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.[83] Also, where the questions were similar to those asked in the 1996 survey, trends are discussed.

Military Opportunities Compared to Civilian

Service members were asked to compare opportunities or conditions (e.g., quality of life and freedom from discrimination) in the *military* with those in the *civilian* sector. Members responded to each item with one of three responses: *better in the military, no difference*, or *better as a civilian*.[84] The following sections discuss the findings in five groups: social conditions, opportunities to show pride, economic opportunities, promotions, and race relations overall.

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[81] Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

[82] For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

[83] For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

[84] For reporting, "much better in the military" and "better in the military" were collapsed into "better in the military." Similarly, "much better as a civilian" and "better as a civilian" were collapsed into "better as a civilian." The response of "no difference" is not analyzed in this section.

Social Conditions

Service members were asked four questions comparing social conditions in the military with those in the civilian sector. These questions dealt with fair administration of criminal justice, freedom from harassment, freedom from discrimination, and freedom from extremism and hate crimes.

Overall and Race/Ethnicity. Overall, in 2005, Service members were more positive in their assessment of social conditions for people of their racial/ethnic background in the military (34-48%) compared to the civilian world (2-11%) (Figure 22). About half (50-55%) of Service members indicated no difference in their assessment of social conditions in the military compared to the civilian world.

Figure 22.
Percent of Service Members Overall Who Indicated Whether Social Conditions Were Better in the Military or Civilian World, by Year

	Much better in the military	No difference	Much better as a civilian
1996 - Fair administration of criminal justice	28	56	17
2005 - Fair administration of criminal justice	34	54	11
1996 - Freedom from harassment	35	57	8
2005 - Freedom from harassment	40	55	5
1996 - Freedom from discrimination	37	56	7
2005 - Freedom from discrimination	41	54	5
1996 - Freedom from extremism/hate crimes	46	51	3
2005 - Freedom from extremism/hate crimes	48	50	2
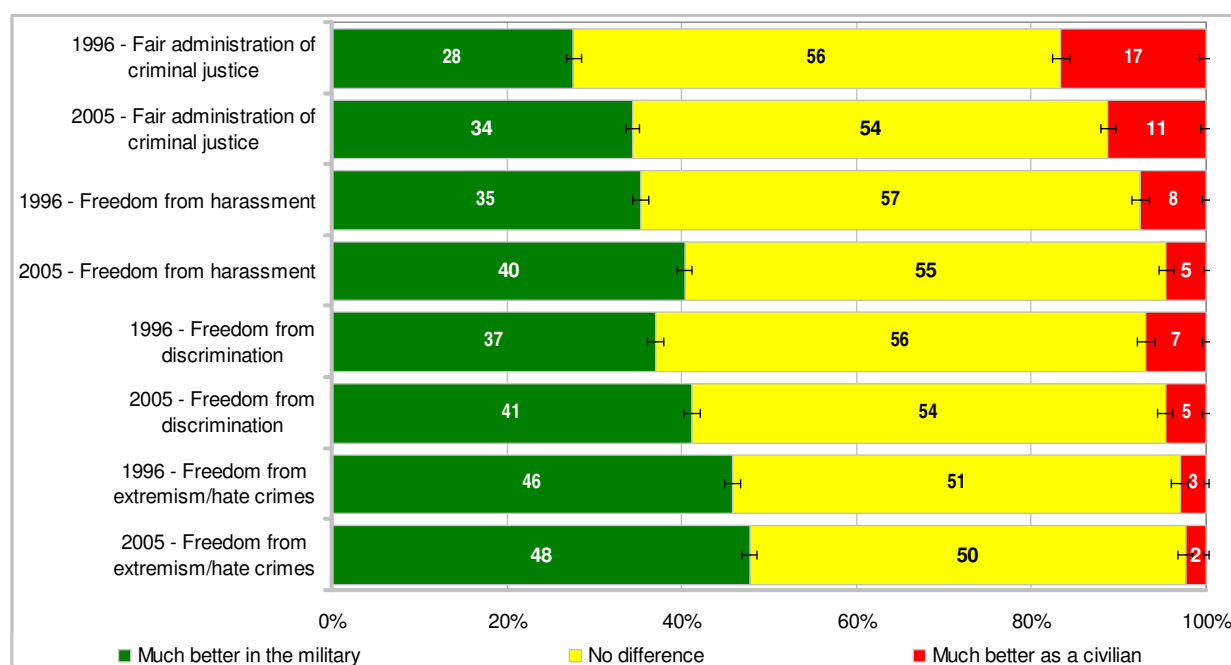
WEOA2005 Question 91; *EOS1996* Question 73   *Margins of error ±1%*

Results of social conditions by racial/ethnic groups are shown in Table 144.

Table 144.

Percent of Service Members Who Indicated Whether Social Conditions Were Better in the Military or Civilian World, by Race/Ethnicity and Year

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/ More[b]
Fair administration of criminal justice									
Better as a civilian	2005	11	11	11	13	13	9	10	13
	1996	17	16	18	16	20	12		--
Better in the military	2005	34	30	45	41	35	40	34	32
	1996	28	26	32	33	26	28		--
Freedom from harassment									
Better as a civilian	2005	5	4	5	5	7	5	5	7
	1996	8	8	7	8	15	7		--
Better in the military	2005	40	37	47	48	39	47	43	39
	1996	35	36	33	35	30	36		--
Freedom from discrimination									
Better as a civilian	2005	5	5	4	6	7	4	5	6
	1996	7	7	5	7	12	7		--
Better in the military	2005	41	38	48	49	39	47	44	41
	1996	37	38	34	38	33	38		--
Freedom from extremism/hate crimes									
Better as a civilian	2005	2	2	2	3	4	2	5	1
	1996	3	3	3	4	7	3		--
Better in the military	2005	48	44	59	56	46	54	46	48
	1996	46	45	46	49	42	45		--
Margins of Error		±1	±1-3	±1-3	±2-3	±4-8	±2-4	±6-10	±4-6

Note. WEOA2005 Question 91; *EOS1996* Question 73. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. The response of "no difference" is not analyzed.

[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.

[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Detailed results of social conditions by racial/ethnic groups are as follows:

- *Fair administration of criminal justice.* Blacks (45%), Hispanics (41%), and Asians (40%) were more likely than Whites (30%) and those of Two or More Races (32%) to indicate fair administration of criminal justice for people of their racial/ethnic background was better in the military. Blacks were also more likely than Hispanics and AIANs (35%) to indicate fair administration of criminal justice for people of their racial/ethnic background was better in the military. Hispanics (13%) were more

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likely than Asians (9%) to indicate fair administration of criminal justice for people of their racial/ethnic background was better in the civilian world.

- *Freedom from harassment.* Blacks (47%), Hispanics (48%), and Asians (47%) were more likely than Whites (37%) and those of Two or More Races (39%) to indicate freedom from harassment for people of their race/ethnic background was better in the military.

- *Freedom from discrimination.* Blacks (48%), Hispanics (49%), and Asians (47%) were more likely than Whites (38%) to indicate freedom from discrimination was better in the military. Blacks and Hispanics were also more likely than AIANs (39%) and those of Two or More Races (41%) to indicate freedom from discrimination was better in the military.

- *Freedom from extremism/hate crimes.* Blacks (59%) were more likely than Whites (44%), AIANs (46%), Asians (54%), and those of Two or More Races (48%) to indicate freedom from extremism/hate crimes was better in the military. Hispanics (56%) were more likely than Whites and those of Two or More Races to indicate freedom from extremism/hate crimes was better in the military. Asians were more likely than Whites to indicate freedom from extremism/hate crimes was better in the military. Hispanics (3%) were more likely than those of Two or More Races (1%) to indicate freedom from extremism/hate crimes was better in the civilian world.

Survey Year. Overall, Service members were more positive in 2005 in their assessment of social conditions for people of their racial/ethnic background in the military compared to the civilian world (Table 144). In general, all racial/ethnic groups were also more positive in 2005 in their assessment of social conditions in the military. Detailed results by racial/ethnic groups are as follows:

- *Fair administration of criminal justice.* The percentage of Service members who indicated fair administration of criminal justice was better in the military was higher overall in 2005 than in 1996 (34% vs. 28%). The percentage of White (30% vs. 26%), Black (45% vs. 32%), and Hispanic (41% vs. 33%) members who indicated the criminal justice system was better in the military was higher in 2005 than in 1996.

- *Freedom from harassment.* The percentage of Service members who indicated freedom from harassment was better in the military was higher overall in 2005 than in 1996 (40% vs. 35%). The percentage of Black (47% vs. 33%) and Hispanic (48% vs. 35%) members who indicated freedom from harassment was better in the military was higher in 2005 than in 1996.

- *Freedom from discrimination.* The percentage of Service members who indicated freedom from discrimination was better in the military was higher overall in 2005 than in 1996 (41% vs. 37%). The percentage of Black (48% vs. 34%), and Hispanic (49% vs. 38%) members who indicated freedom from discrimination was better in the military was higher in 2005 than in 1996.

- *Freedom from extremism/hate crimes.* The percentage of Service members who indicated freedom from extremism/hate crimes was better in the military was slightly higher overall in 2005 than in 1996 (48% vs. 46%). The percentage of Black (59% vs. 46%) and Hispanic (56% vs. 49%) members who indicated freedom from extremism/hate crimes was better in the military was higher in 2005 than in 1996.

Service and Race/Ethnicity. As shown in Table 145, members in each Service were more positive overall in their assessment of conditions for people of their racial/ethnic background in the military compared to the civilian world. Detailed results by racial/ethnic groups are as follows:

- *Fair administration of criminal justice.* Overall, Air Force (38%) members were more likely than members in the other Services to indicate fair administration of criminal justice was better in the military. Among Whites and Blacks, Air Force members (35% and 51%, respectively) were more likely than members in their respective racial/ethnic groups in the other Services to indicate fair administration of criminal justice was better in the military. Overall, Marine Corps (14%) members were more likely than members in the other Services to indicate fair administration of criminal justice was better in the civilian world.

- *Freedom from harassment.* Overall, Air Force (47%) members were more likely than members in the other Services to indicate freedom from harassment was better in the military. Similarly among Whites, Blacks, Hispanics, and Asians, Air Force members were more likely than members in their respective racial/ethnic groups in the other Services to indicate freedom from harassment was better in the military. Overall and among Whites, Army members (both 6%) were more likely than members in the other Services to indicate freedom from harassment was better in the civilian world.

- *Freedom from discrimination.* Overall, Air Force (48%) members were more likely than members in the other Services to indicate freedom from discrimination was better in the military. Similarly among Whites, Blacks, Hispanics, and Asians, Air Force members were more likely than members in their respective racial/ethnic groups in the other Services to indicate freedom from discrimination was better in the military. Overall and among Whites, Army members (both 7%) were more likely than members in the other Services to indicate freedom from discrimination was better in the civilian world.

- *Freedom from extremism/hate crimes.* Overall, Air Force (54%) members were more likely than members in the other Services to indicate freedom from extremism/ hate crimes was better in the military. Similarly among Whites and Hispanics, Air Force members (51% and 66%, respectively) were more likely than members in their respective racial/ethnic groups in the other Services to indicate freedom from extremism/hate crimes was better in the military.

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Table 145.

Percent of Service Members Who Indicated Whether Social Conditions Were Better in the Military or Civilian World, by Race/Ethnicity and Service

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Fair administration of criminal justice									
Better as a civilian	Army	11	11	11	13	8	11	11	13
	Navy	12	12	13	13	18	9	NR	11
	USMC	14	14	13	15	11	12	NR	NR
	USAF	9	9	9	11	18	6	NR	11
Better in the military	Army	34	29	45	40	38	35	34	31
	Navy	32	28	40	39	26	43	NR	33
	USMC	31	28	43	38	NR	33	NR	15
	USAF	38	35	51	45	38	44	NR	37
Freedom from harassment									
Better as a civilian	Army	6	6	6	6	9	4	4	11
	Navy	5	5	4	6	9	5	NR	6
	USMC	5	5	5	5	5	8	NR	1
	USAF	2	2	2	4	2	3	NR	4
Better in the military	Army	38	32	45	48	38	41	41	40
	Navy	37	34	41	43	37	47	NR	35
	USMC	40	38	47	47	51	41	NR	NR
	USAF	47	44	56	55	36	55	NR	44

Table continued on next page.

Table 145. (continued)

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Freedom from discrimination									
Better as a civilian	Army	7	7	5	7	9	6	4	9
	Navy	5	5	5	6	9	3	NR	4
	USMC	4	4	5	6	4	7	NR	1
	USAF	2	2	2	3	1	2	NR	4
Better in the military	Army	38	33	47	47	38	42	42	42
	Navy	38	34	42	43	37	48	NR	36
	USMC	41	37	49	49	52	40	NR	NR
	USAF	48	45	57	57	36	55	NR	45
Freedom from extremism/hate crimes									
Better as a civilian	Army	3	3	3	4	7	1	4	0
	Navy	3	2	3	4	2	2	NR	1
	USMC	3	3	1	3	2	4	NR	NR
	USAF	1	1	1	1	1	2	NR	3
Better in the military	Army	47	40	60	55	41	47	46	52
	Navy	45	41	55	48	53	54	NR	43
	USMC	48	44	60	57	57	52	NR	NR
	USAF	54	51	63	66	38	60	NR	49
Margins of Error		±1-4	±1-5	±2-7	±2-6	±2-18	±1-11	±10-15	±1-12

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Paygrade and Race/Ethnicity. As shown in Table 146, Service members in all paygrades were more positive overall in their assessment of conditions for people of their racial/ethnic background in the military compared to the civilian world.

Table 146.
Percent of Service Members Who Indicated Whether Social Conditions Were Better in the Military or Civilian World, by Race/Ethnicity and Paygrade

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Fair administration of criminal justice									
Better as a civilian	E1-E4	14	14	13	16	14	10	7	16
	E5-E9	11	11	11	11	14	9	13	11
	O1-O3	6	5	9	8	6	7	NR	7
	O4-O6	4	4	6	4	4	5	NR	6
Better in the military	E1-E4	29	25	40	37	32	33	36	26
	E5-E9	36	31	45	41	36	44	30	35
	O1-O3	37	33	56	52	46	38	NR	43
	O4-O6	44	41	63	62	45	53	NR	45
Freedom from harassment									
Better as a civilian	E1-E4	8	7	7	8	11	6	3	12
	E5-E9	3	3	4	4	5	4	6	3
	O1-O3	2	2	3	2	2	3	NR	1
	O4-O6	1	1	2	2	5	2	NR	1
Better in the military	E1-E4	32	28	35	42	36	38	NR	28
	E5-E9	45	41	51	51	40	51	40	47
	O1-O3	43	39	58	58	46	49	NR	51
	O4-O6	53	50	67	71	49	58	NR	50
Freedom from discrimination									
Better as a civilian	E1-E4	7	7	7	9	12	5	3	11
	E5-E9	4	4	3	3	4	3	6	1
	O1-O3	3	3	3	2	4	3	NR	1
	O4-O6	2	2	2	2	2	4	NR	1
Better in the military	E1-E4	33	29	39	42	34	39	NR	33
	E5-E9	45	41	51	53	41	51	39	47
	O1-O3	43	40	55	58	46	49	NR	51
	O4-O6	53	51	66	69	52	58	NR	49

Table continued on next page.

Table 146. (continued)

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Freedom from extremism/hate crimes									
Better as a civilian	E1-E4	4	4	4	5	5	3	3	2
	E5-E9	2	2	2	1	3	1	6	1
	O1-O3	1	1	1	2	1	1	NR	1
	O4-O6	1	1	1	1	1	2	NR	1
Better in the military	E1-E4	40	35	50	50	40	42	NR	40
	E5-E9	53	48	62	59	49	58	42	54
	O1-O3	49	45	69	64	51	59	NR	56
	O4-O6	61	58	79	78	59	68	NR	57
Margins of Error		±1-2	±1-3	±1-5	±1-6	±2-16	±2-7	±7-17	±2-12

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Detailed results by racial/ethnic and paygrade groups are as follows:

- *Fair administration of criminal justice.* Overall, senior enlisted members (36%), junior officers (37%), and senior officers (44%) were more likely than members in the other paygrades to indicate fair administration of criminal justice was better in the military. Among Whites, Blacks, and Hispanics, junior officers and senior officers were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate fair administration of criminal justice was better in the military. Among Asians, senior officers (53%) were more likely than Asians in the other paygrades to indicate fair administration of criminal justice was better in the military. Overall, junior enlisted members (14%) were more likely than members in the other paygrades to indicate fair administration of criminal justice was better in the civilian world. Among Whites and Hispanics, junior enlisted members (14% and 16%, respectively) were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate fair administration of criminal justice was better in the civilian world.

- *Freedom from harassment.* Overall and among Blacks, senior enlisted members, junior officers, and senior officers were more likely than members in the other paygrades to indicate freedom from harassment was better in the military. Among Whites, senior enlisted members (41%) and senior officers (50%) were more likely than Whites in the other paygrades to indicate freedom from harassment was better in the military. Among Hispanics, junior officers (58%) and senior officers (71%) were more likely than Hispanics in the other paygrades to indicate freedom from

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harassment was better in the military. Among Asians, senior officers (58%) were more likely than Asians in the other paygrades to indicate freedom from harassment was better in the military. Among those of Two or More Races, senior enlisted members (47%) and junior officers (51%) were more likely than those in the other paygrades to indicate freedom from harassment was better in the military.[85] Overall, junior enlisted members (8%) were more likely than members in the other paygrades to indicate freedom from harassment was better in the civilian world. Among Whites, Blacks, Hispanics, and those of Two or More Races, junior enlisted members were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate freedom from harassment was better in the civilian world.

- *Freedom from discrimination.* Overall and among Whites, senior enlisted members and senior officers were more likely than members in the other paygrades to indicate freedom from discrimination was better in the military. Among Blacks and Hispanics, senior enlisted members, junior officers, and senior officers were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate freedom from discrimination was better in the military. Among Asians, senior officers (58%) were more likely than Asians in the other paygrades to indicate freedom from discrimination was better in the military. Overall, junior enlisted members (7%) were more likely than members in the other paygrades to indicate freedom from discrimination was better in the civilian world. Among Whites, Blacks, Hispanics, and those of Two or More Races, junior enlisted members were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate freedom from discrimination was better in the civilian world.

- *Freedom from extremism/hate crimes.* Overall and among Whites, senior enlisted members and senior officers were more likely than members in the other paygrades to indicate freedom from extremism/hate crimes was better in the military. Among Blacks, senior enlisted members (62%), junior officers (69%), and senior officers (79%) were more likely than Blacks in the other paygrades to indicate freedom from extremism/hate crimes was better in the military. Among Hispanics, junior officers (64%) and senior officers (78%) were more likely than Hispanics in the other paygrades to indicate freedom from extremism/hate crimes was better in the military. Among Asians, senior enlisted members (58%) and senior officers (68%) were more likely than Asians in the other paygrades to indicate freedom from extremism/hate crimes was better in the military.[86] Overall, junior enlisted members (4%) were more likely than members in the other paygrades to indicate freedom from extremism/hate crimes was better in the civilian world. Among Whites and Hispanics, junior enlisted members (4%, and 5%, respectively) were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate freedom from extremism/hate crimes was better in the civilian world.

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[85] Note that the percentage of senior officers of Two or More Races (50%) indicating freedom from harassment was better in the military was higher than that of senior enlisted members (47%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for senior officers (±11).

[86] Note that the percentage of Asian junior officers (59%) indicating freedom from extremism/hate crimes was better in the military was higher than that of senior enlisted members (58%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for junior officers (±6).

Deployment Status and Race/Ethnicity. As shown in Table 147, Service members, regardless of deployment, were more positive overall in their assessment of conditions for people of their racial/ethnic background in the military compared to the civilian world.

Table 147.
Percent of Service Members Who Indicated Whether Social Conditions Were Better in the Military or Civilian World, by Race/Ethnicity and Deployment Status

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Fair administration of criminal justice									
Better as a civilian	Deploy	13	12	15	14	14	10	8	13
	Not-Dep	11	11	10	13	13	8	10	13
Better in the military	Deploy	32	29	41	35	29	29	NR	34
	Not-Dep	35	31	46	42	37	43	36	31
Freedom from harassment									
Better as a civilian	Deploy	6	5	8	5	9	6	2	9
	Not-Dep	4	4	4	5	7	4	6	6
Better in the military	Deploy	38	36	39	45	29	45	NR	32
	Not-Dep	41	37	49	49	42	47	45	40
Freedom from discrimination									
Better as a civilian	Deploy	6	6	7	5	10	7	2	8
	Not-Dep	4	4	4	6	6	3	6	5
Better in the military	Deploy	38	35	42	45	29	46	NR	39
	Not-Dep	42	38	50	50	42	48	47	41
Freedom from extremism/hate crimes									
Better as a civilian	Deploy	3	4	3	1	3	3	2	0
	Not-Dep	2	2	2	3	4	2	6	2
Better in the military	Deploy	46	42	56	54	38	52	NR	46
	Not-Dep	49	45	60	56	49	54	45	48
Margins of Error		±1-3	±1-3	±1-5	±2-6	±5-16	±2-10	±6-14	±2-14

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Detailed results by racial/ethnic groups are as follows:

- **Fair administration of criminal justice.** Overall, Service members who had not been deployed in the previous 12 months (35%) were more likely than those who had been deployed (32%) to indicate fair administration of criminal justice was better in the military. Among Asians, those who had not been deployed in the previous 12 months (43%) were more likely than Asians who had been deployed (29%) to indicate fair administration of criminal justice was better in the military.

- **Freedom from harassment.** Overall, Service members who had not been deployed (41%) were more likely than Service members who had been deployed (38%) to indicate freedom from harassment was better in the military. Among Blacks, those who had not been deployed (49%) were more likely than Blacks who had been deployed (39%) to indicate freedom from harassment was better in the military.

- **Freedom from discrimination.** Overall, Service members who had not been deployed (42%) were more likely than Service members who had been deployed (38%) to indicate freedom from discrimination was better in the military. Among Blacks, those who had not been deployed (50%) were more likely than Blacks who had been deployed (42%) to indicate freedom from discrimination was better in the military.

- **Freedom from extremism/hate crimes.** There were no differences found overall or within racial groups by deployment status in perceptions of freedom from extremism/ hate crimes as being better in the civilian world or better in the military.

Opportunities to Show Pride

In an October 2005 national survey, 73% of all respondents and 73% of parents with children under age 18 indicated the opportunity to develop pride or self-esteem was a major reason for recommending that young persons join the military (Yankelovich, 2006). On the *WEOA2005*, opportunities to show pride were assessed with two items: "chance to show pride in yourself" and "chance to show pride in your racial/ethnic group."

Overall and Race/Ethnicity. Overall, in 2005, Service members were more positive in their assessment of the chances for people of their racial/ethnic background to show pride in themselves or their racial/ethnic group in the military (28% and 44%, respectively) compared to the civilian world (8% and 11%, respectively) (Figure 23). About half of Service members indicated no difference in their assessment of the chances for people of their racial/ethnic background to show pride in themselves (48%) or their racial/ethnic group (61%) in the military compared to the civilian world.

Figure 23.

Percent of Service Members Overall Who Indicated Whether Opportunities to Show Pride Were Better in the Military or Civilian World, by Year

	Much better in the military	No difference	Much better as a civilian
1996 - Chance to show pride in yourself	37	51	12
2005 - Chance to show pride in yourself	44	48	8
1996 - Chance to show pride in your race/ethnic group	16	64	21
2005 - Chance to show pride in your race/ethnic group	28	61	11
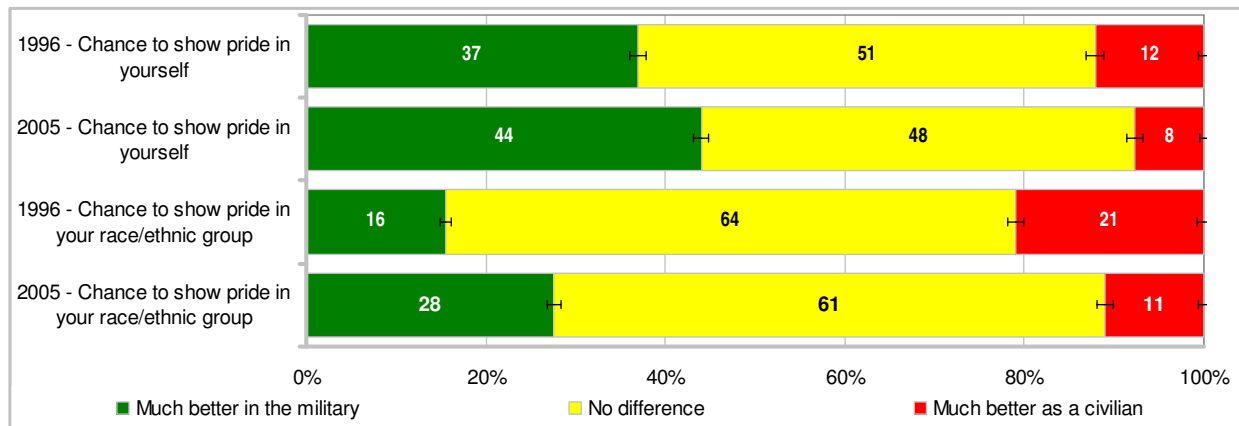
WEOA2005 Question 91; *EOS1996* Question 73   *Margins of error ±1%*

Results of assessment of chances to show pride by race/ethnicity are shown in Table 148.

Table 148.

Percent of Service Members Who Indicated Whether Opportunities to Show Pride Were Better in the Military or Civilian World, by Race/Ethnicity and Year

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/More[b]
Chance to show pride in yourself									
Better as a civilian	2005	8	7	9	9	13	7	6	10
	1996	12	11	15	16	21	11		--
Better in the military	2005	44	40	52	51	39	51	44	43
	1996	37	35	40	43	34	41		--
Chance to show pride in your race/ethnic group									
Better as a civilian	2005	11	9	15	14	15	10	9	13
	1996	21	18	30	26	35	19		--
Better in the military	2005	28	23	37	36	28	39	39	27
	1996	16	13	19	22	16	22		--
Margins of Error		*±1*	*±1-2*	*±2-3*	*±2-3*	*±5-8*	*±2-4*	*±6-10*	*±4-6*

Note. WEOA2005 Question 91; *EOS1996* Question 73. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. The response of "no difference" is not analyzed.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Detailed results on assessment of chances to show pride by racial/ethnic groups are as follows:

- *Chance to show pride in yourself.* Blacks (52%) and Hispanics (51%) were more likely than Whites (40%), AIANs (39%), and those of Two or More Races (43%) to indicate that the chance for people of their racial/ethnic background to show pride in themselves was better in the military. Asians (51%) were also more likely than Whites and AIANs to indicate that the chance for people of their racial/ethnic background to show pride in themselves was better in the military. In 2005, AIANs (13%) were more likely than Whites (7%) to indicate that the chance for people of their racial/ethnic background to show pride in themselves was better in the civilian world.

- *Chance to show pride in your race/ethnic group.* Blacks (37%), Hispanics (36%) and Asians (39%) were more likely than Whites (23%), AIANs (28%), and those of Two or More Races (27%) to indicate that the chance for people of their racial/ethnic background to show pride in their racial/ethnic group was better in the military. NHPIs (39%) were also more likely than Whites to indicate that the chance for people of their racial/ethnic background to show pride in their racial/ethnic group was better in the military. In 2005, Blacks (15%) and Hispanics (14%) were more likely than Whites (9%) and Asians (10%) to indicate that the chance for people of their racial/ethnic background to show pride in their racial/ethnic group was better in the civilian world. Blacks were also more likely than NHPIs (9%) to indicate that the chance for people of their racial/ethnic background to show pride in their racial/ethnic group was better in the civilian world. AIANs (15%) were also more likely than Whites to indicate that the chance for people of their racial/ethnic background to show pride in their racial/ethnic group was better in the civilian world.

Survey Year. Overall, in 2005, Service members were more positive than in 1996 in their assessment of the opportunities for people of their racial/ethnic background to show pride by being in the military. Detailed results by survey year are shown in Table 148.

- *Chance to show pride in yourself.* The percentage of Service members who indicated the chance to show pride in themselves was better in the military was higher overall in 2005 (44%) than in 1996 (37%). The percentage of White (40% vs. 35%), Black (52% vs. 40%), and Hispanic (51% vs. 43%) members who indicated the chance to show pride in themselves was better in the military was higher in 2005 than in 1996.

- *Chance to show pride in your race/ethnic group.* The percentage of Service members who indicated the chance to show pride in their race/ethnic group was better in the military was higher overall in 2005 (28%) than in 1996 (16%). The percentage of White (23% vs. 13%), Black (37% vs. 19%), Hispanic (36% vs. 22%), and AIAN (28% vs. 16%) members who indicated the chance to show pride in their race/ethnic group was better in the military was higher in 2005 than in 1996.

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Race/Ethnicity and Service. Members in each of the Services were more positive overall in their perceptions of opportunities to show pride in themselves or in their race/ethnic group in the military compared to the civilian world (Table 149).

Table 149.
Percent of Service Members Who Indicated Whether Opportunities to Show Pride Were Better in the Military or Civilian World, by Race/Ethnicity and Service

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Chance to show pride in yourself									
Better as a civilian	Army	8	8	8	8	9	10	7	10
	Navy	9	8	10	12	14	7	NR	11
	USMC	9	9	10	8	9	12	NR	NR
	USAF	5	5	8	6	21	5	NR	7
Better in the military	Army	43	38	53	51	39	45	41	44
	Navy	42	38	49	49	39	54	NR	39
	USMC	46	42	54	51	54	46	NR	NR
	USAF	46	44	52	53	29	52	NR	42
Chance to show pride in your race/ethnic group									
Better as a civilian	Army	13	11	16	16	12	14	4	14
	Navy	11	9	16	13	16	8	NR	15
	USMC	12	11	15	14	15	14	NR	NR
	USAF	8	6	15	11	19	7	9	10
Better in the military	Army	27	21	38	36	25	34	45	29
	Navy	26	21	35	35	28	42	NR	23
	USMC	23	19	32	32	NR	31	NR	NR
	USAF	31	28	38	42	27	41	NR	29
Margins of Error		±1-4	±1-5	±3-7	±3-6	±6-16	±3-11	±6-15	±6-10

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Detailed results by racial/ethnic groups are as follows:

- *Chance to show pride in yourself.* Overall, Air Force (46%) members were more likely than members in the other Services to indicate the chance to show pride in themselves was better in the military. Among Whites, Air Force (44%) members

were more likely than Whites in the other Services to indicate the chance to show pride in themselves was better in the military.

- *Chance to show pride in your race/ethnic group.* Overall, Air Force (31%) members were more likely than members in the other Services to indicate the chance to show pride in their race/ethnic group was better in the military. Among Whites, Air Force (28%) members were more likely than Whites in the other Services to indicate the chance to show pride in their race/ethnic group was better in the military.

Race/Ethnicity and Paygrade. Members in each of the paygrades were more positive overall in their perceptions of opportunities to show pride in themselves or in their race/ethnic group in the military compared to the civilian world (Table 150).

Table 150.
Percent of Service Members Who Indicated Whether Opportunities to Show Pride Were Better in the Military or Civilian World, by Race/Ethnicity and Paygrade

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Chance to show pride in yourself									
Better as a civilian	E1-E4	12	11	13	12	18	9	7	14
	E5-E9	6	6	7	7	10	7	6	7
	O1-O3	4	3	7	6	4	6	NR	2
	O4-O6	2	2	5	4	4	5	NR	2
Better in the military	E1-E4	38	34	42	47	35	43	NR	38
	E5-E9	47	42	55	54	41	56	38	48
	O1-O3	46	44	59	58	48	49	NR	50
	O4-O6	54	52	68	67	49	57	NR	45
Chance to show pride in your race/ethnic group									
Better as a civilian	E1-E4	14	12	18	18	22	11	8	15
	E5-E9	10	8	14	11	9	8	10	12
	O1-O3	9	7	17	13	13	14	NR	13
	O4-O6	7	6	16	7	14	10	NR	7
Better in the military	E1-E4	23	18	29	33	22	32	34	20
	E5-E9	31	25	40	38	32	45	41	34
	O1-O3	25	22	38	40	26	33	NR	30
	O4-O6	33	30	49	53	41	41	NR	34
Margins of Error		±1-2	±1-3	±2-5	±2-6	±3-15	±3-8	±8-14	±3-11

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

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Detailed results by racial/ethnic groups are as follows:

- ***Chance to show pride in yourself.*** Overall, senior enlisted members (47%) and senior officers (54%) were more likely than members in the other paygrades to indicate the chance to show pride in themselves was better in the military. Among Whites and Blacks, senior enlisted members, junior officers, and senior officers were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate the chance to show pride in themselves was better in the military. Among Hispanics, junior officers (58%) and senior officers (67%) were more likely than Hispanics in the other paygrades to indicate the chance to show pride in themselves was better in the military. Among Asians, senior enlisted members (56%) were more likely than Asians in the other paygrades to indicate the chance to show pride in themselves was better in the military.[87] Overall (12%) and among Whites (11%), Blacks (13%), and Hispanics (12%), junior enlisted members were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that the chance to show pride in themselves was better in the civilian world.

- ***Chance to show pride in your race/ethnic group.*** Overall and among Whites and Blacks, senior enlisted members and senior officers were more likely than members in the other paygrades to indicate the chance to show pride in their race/ethnic group was better in the military. Among Hispanics, senior officers (53%) were more likely than Hispanics in the other paygrades to indicate the chance to show pride in their race/ethnic group was better in the military. Among Asians, senior enlisted members (45%) were more likely than Asians in the other paygrades to indicate the chance to show pride in their race/ethnic group was better in the military. Overall (14%) and among Whites (12%) and Hispanics (18%), junior enlisted members were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that the chance to show pride in their race/ethnic group was better in the civilian world.

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[87] Note that the percentage of Asian senior officers (57%) indicating the chance to show pride in themselves was better in the military was higher than that of senior enlisted members (56%). The percentage is not significantly different from the average of the other paygrades due to a higher margin of error for senior officers (±7).

Race/Ethnicity and Deployment Status. Service members, regardless of deployment status, were more positive overall in their perceptions of opportunities to show pride in themselves or in their race/ethnic group in the military compared to the civilian world (Table 151).

Detailed results by racial/ethnic groups are as follows:

- *Chance to show pride in yourself.* There were no differences found overall or within racial groups by deployment status in members' perceptions of opportunities to show pride in themselves as being better in the civilian world or better in the military.

- *Chance to show pride in your race/ethnic group.* Overall, those who had not been deployed in the past 12 months (28%) were more likely than those who had been deployed (25%) to indicate the chance to show pride in their race/ethnic group was better in the military. There were no differences found within racial/ethnic groups by deployment status in members' perceptions of opportunities to show pride in their race/ethnic group as being better in the military.

Table 151.
Percent of Service Members Who Indicated Whether Opportunities to Show Pride Were Better in the Military or Civilian World, by Race/Ethnicity and Deployment Status

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Chance to show pride in yourself									
Better as a civilian	Deploy	9	9	10	8	18	13	NR	12
	Not-Dep	7	7	8	9	11	6	6	9
Better in the military	Deploy	42	39	50	48	34	44	NR	46
	Not-Dep	44	41	52	52	41	52	43	42
Chance to show pride in your race/ethnic group									
Better as a civilian	Deploy	13	12	18	15	19	13	4	17
	Not-Dep	10	8	15	14	14	9	11	12
Better in the military	Deploy	25	21	32	33	29	35	NR	32
	Not-Dep	28	23	38	37	28	40	38	26
Margins of Error			±1-3	±1-3	±2-5	±2-6	±5-14	±2-10	±6-12	±5-15

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Economic Opportunities

Persons of all racial/ethnic backgrounds have long seen the military as a means to self-advancement. The survey contained four items asking members to compare economic opportunities in the military, such as pay and benefits, fair performance evaluations, education and training opportunities, and quality of life with those in the civilian sector.

Overall and Race/Ethnicity. Overall, in 2005, Service members were more positive in their assessment of economic opportunities for people of their racial/ethnic background in the military (32-46%) compared to the civilian world (10-23%) (Figure 24). About half (44-56%) of Service members indicated no difference in their assessment of economic opportunities for people of their racial/ethnic background in the military compared to the civilian world.

Figure 24.
Percent of Service Members Overall Who Indicated Whether Economic Opportunities Were Better in the Military or Civilian World, by Year
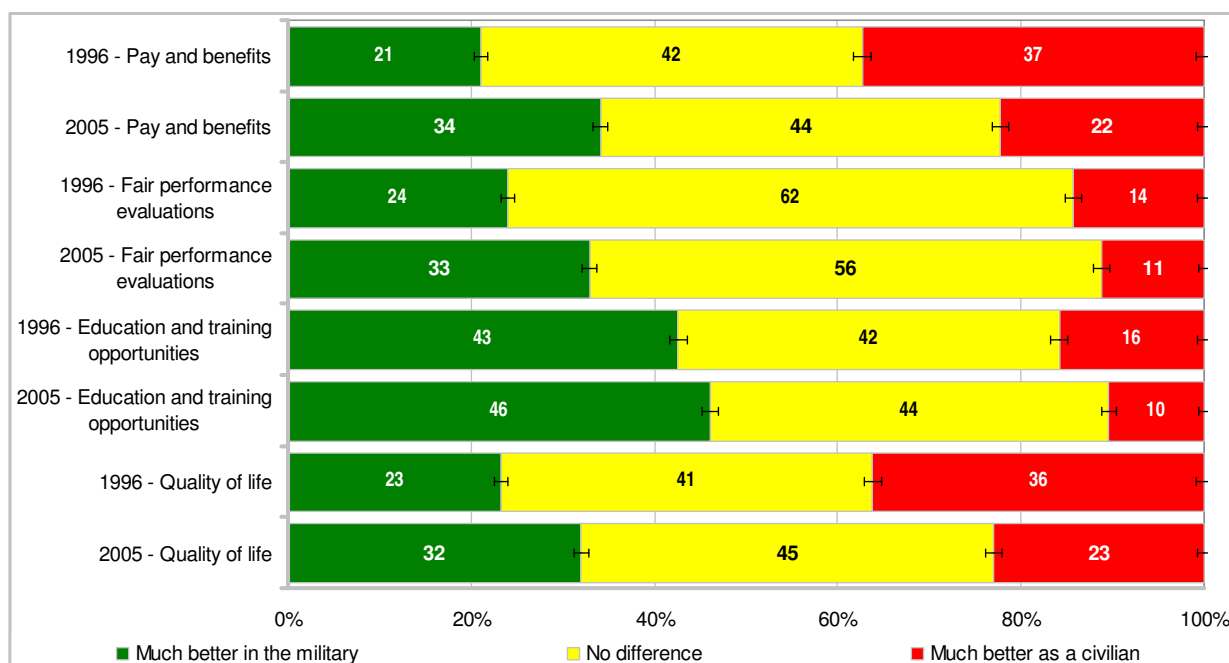
WEOA2005 Question 91; EOS1996 Question 73   *Margins of error ±1%*

Results of economic opportunities by racial/ethnic groups are shown in Table 152.

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Table 152.

Percent of Service Members Who Indicated Whether Economic Opportunities Were Better in the Military or Civilian World, by Race/Ethnicity and Year

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/More[b]
Pay and benefits									
Better as a civilian	2005	22	23	22	20	22	19	15	22
	1996	37	39	36	31	32	30		--
Better in the military	2005	34	28	48	44	31	44	46	34
	1996	21	16	35	31	27	23		--
Fair performance evaluations									
Better as a civilian	2005	11	11	12	12	12	9	12	13
	1996	14	14	16	15	19	13		--
Better in the military	2005	33	29	44	40	34	37	38	30
	1996	24	21	31	29	24	23		--
Education and training opportunities									
Better as a civilian	2005	10	10	10	12	14	10	11	14
	1996	16	15	17	19	21	17		--
Better in the military	2005	46	41	62	53	38	53	47	42
	1996	43	38	57	48	37	40		--
Quality of life									
Better as a civilian	2005	23	24	22	21	21	23	15	27
	1996	36	38	33	33	40	32		--
Better in the military	2005	32	26	46	41	31	38	46	30
	1996	23	18	35	31	28	24		--
Margins of Error		±1	±1-2	±2-3	±2-3	±5-8	±3-4	±8-10	±5-6

Note. WEOA2005 Question 91; *EOS1996* Question 73. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. The response of "no difference" is not analyzed.

[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.

[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Detailed results of economic opportunities by racial/ethnic groups are as follows:

- *Pay and benefits.* Blacks (48%), Hispanics (44%), and Asians (44%) were more likely than Whites (28%), AIANs (31%), and those of Two or More Races (34%) to indicate that pay and benefits for people of their racial/ethnic background were better in the military. NHPIs (46%) were also more likely than Whites and AIANs to indicate that pay and benefits for people of their racial/ethnic background were better in the military. Whites (23%) were more likely than Hispanics (20%) and Asians

(19%) to indicate that pay and benefits for people of their racial/ethnic background were better in the civilian world.

- *Fair performance evaluations.* Blacks (44%) were more likely than Whites (29%), AIANs (34%), Asians (37%), and those of Two or More Races (30%) to indicate opportunities for fair performance evaluations were better in the military. Hispanics (40%) were also more likely than Whites and those of Two or More Races to indicate opportunities for fair performance evaluations were better in the military. Asians were also more likely than Whites to indicate opportunities for fair performance evaluations were better in the military.

- *Education and training opportunities.* Blacks (62%), Hispanics (53%), and Asians (53%) were more likely than Whites (41%), AIANs (38%), and those of Two or More Races (42%) to indicate opportunities for education and training were better in the military. Blacks were also more likely than Hispanics, Asians, and NHPIs (47%) to indicate opportunities for education and training were better in the military.

- *Quality of life.* Blacks (46%), Hispanics (41%), and Asians (38%) were more likely than Whites (26%) and those of Two or More Races (30%) to indicate opportunities for quality of life were better in the military. NHPIs (46%) were more likely than Whites, AIANs (31%), and those of Two or More Races to indicate opportunities for quality of life were better in the military. Blacks were also more likely than Hispanics and AIANs to indicate opportunities for quality of life were better in the military. Hispanics were also more likely than AIANs to indicate opportunities for quality of life were better in the military. Those of Two or More Races (27%) were more likely than NHPIs (15%) to indicate that opportunities for quality of life were better in the civilian world.

Survey Year. Overall, in 2005, Service members were more positive than in 1996 in their assessment of the economic opportunities in the military compared to the civilian world for people of their racial/ethnic background. Detailed results by survey year are shown in Table 152.

- *Pay and benefits.* The percentage of Service members who indicated pay and benefits were better in the military was higher overall in 2005 than in 1996 (34% vs. 21%). The percentage of White (28% vs. 16%), Black (48% vs. 35%), and Hispanic (44% vs. 31%) members who indicated pay and benefits were better in the military was higher in 2005 than in 1996.

- *Fair performance evaluations.* The percentage of Service members who indicated the opportunity for fair performance evaluations was better in the military was higher overall in 2005 than in 1996 (33% vs. 24%). The percentage of White (29% vs. 21%), Black (44% vs. 31%), Hispanic (40% vs. 29%), and AIAN (34% vs. 24%) members who indicated the opportunity for fair performance evaluations was better in the military was higher in 2005 than in 1996.

- *Education and training opportunities.* The percentage of Service members who indicated the opportunity for education and training was better in the military was higher overall in 2005 than in 1996 (46% vs. 43%). The percentage of White (41% vs. 38%), Black (62% vs. 57%), and Hispanic (53% vs. 48%) Service members who indicated the opportunity for education and training was better in the military was higher in 2005 than in 1996.

- *Quality of life.* The percentage of Service members who indicated the opportunity for quality of life was better in the military was higher overall in 2005 than in 1996 (32% vs. 23%). The percentage of White (26% vs. 18%), Black (46% vs. 35%), and Hispanic (41% vs. 31%) Service members who indicated the opportunity for quality of life was better in the military was higher in 2005 than in 1996.

Service and Race/Ethnicity. In general, members in each of the Services were more positive overall in their perceptions of economic opportunities, such as pay and benefits, fair performance evaluations, education and training opportunities, and quality of life in the military compared to the civilian world (Table 153).

Table 153.
Percent of Service Members Who Indicated Whether Economic Opportunities Were Better in the Military or Civilian World, by Race/Ethnicity and Service

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
		Pay and benefits							
Better as a civilian	Army	26	27	26	23	22	23	19	31
	Navy	21	22	20	19	20	16	NR	19
	USMC	22	23	22	19	16	22	NR	14
	USAF	19	20	19	16	28	17	7	15
Better in the military	Army	32	25	46	41	28	36	46	26
	Navy	36	29	48	45	32	51	NR	39
	USMC	32	27	48	42	NR	33	NR	NR
	USAF	36	31	50	49	29	41	NR	37

Table continued on next page.

Table 153. (continued)

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Fair performance evaluations									
Better as a civilian	Army	12	13	12	11	10	11	13	13
	Navy	13	12	15	14	13	11	NR	12
	USMC	13	13	8	13	8	13	NR	NR
	USAF	7	7	10	8	NR	4	3	11
Better in the military	Army	32	26	43	39	30	31	42	30
	Navy	30	26	40	37	29	39	NR	29
	USMC	33	28	49	38	NR	32	NR	NR
	USAF	37	34	48	48	38	43	NR	32
Education and training opportunities									
Better as a civilian	Army	14	13	13	13	15	15	18	19
	Navy	10	9	10	14	15	8	NR	13
	USMC	13	14	12	14	9	18	NR	NR
	USAF	6	5	5	4	NR	6	2	10
Better in the military	Army	43	37	60	49	34	43	48	40
	Navy	46	40	60	52	35	60	NR	42
	USMC	42	37	61	50	57	36	NR	NR
	USAF	51	47	68	62	40	56	NR	46
Quality of life									
Better as a civilian	Army	27	28	25	22	22	27	22	35
	Navy	26	26	26	25	22	27	NR	26
	USMC	27	28	24	24	19	28	NR	NR
	USAF	14	15	10	12	21	12	6	19
Better in the military	Army	30	23	44	40	24	25	44	25
	Navy	29	24	39	38	32	42	NR	34
	USMC	27	23	44	34	NR	26	NR	NR
	USAF	39	34	58	50	33	47	NR	33
Margins of Error		±1-4	±1-5	±3-7	±2-6	±7-18	±2-11	±5-16	±6-15

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Detailed results by racial/ethnic groups are as follows:

- *Pay and benefits.* Overall, Air Force (36%) members were more likely than members in the other Services to indicate pay and benefits were better in the military.[88] Similarly among Whites and Hispanics, Air Force (31% and 49%, respectively) members were more likely than members in their respective racial/ethnic groups in the other Services to indicate pay and benefits were better in the military. Among Asians, Navy (51%) members were more likely than Asians in the other Services to indicate pay and benefits were better in the military. Overall, Army (26%) members were more likely than members in the other Services to indicate pay and benefits were better in the civilian world. Similarly among Whites, Blacks, and those of Two or More Races, Army members were more likely than members in their respective racial/ethnic groups in the other Services to indicate pay and benefits were better in the civilian world.

- *Fair performance evaluations.* Overall, Air Force (37%) members were more likely than members in the other Services to indicate that opportunities for fair performance evaluations were better in the military. Similarly among Whites and Hispanics, Air Force (34% and 48%, respectively) members were more likely than members in their respective racial/ethnic groups in the other Services to indicate that opportunities for fair performance evaluations were better in the military. Overall, Army (12%) and Navy (13%) members were more likely than members in the other Services to indicate that opportunities for fair performance evaluations were better in the civilian world.[89] Among Whites, Army (13%) members were more likely than Whites in the other Services to indicate that opportunities for fair performance evaluations were better in the civilian world.[90]

- *Education and training opportunities.* Overall, Air Force (51%) members were more likely than members in the other Services to indicate that opportunities for education and training were better in the military. Similarly among Whites, Blacks, and Hispanics, Air Force members were more likely than members in their respective racial/ethnic groups in the other Services to indicate that opportunities for education and training were better in the military. Among AIANs, Marine Corps (57%) members were more likely than AIANs in the other Services to indicate that opportunities for education and training were better in the military. Among Asians, Navy (60%) members were more likely than Asians in the other Services to indicate

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[88] Note that the percentage of Navy (36%) members indicating pay and benefits were better in the military was the same as that of Air Force (36%) members. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Navy (±2) members.

[89] Note that the percentage of Marine Corps (13%) members overall indicating that opportunities for fair performance evaluations were better in the civilian world was the same as that of Navy (13%) members overall. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±3) members.

[90] Note that the percentage of White Marine Corps (13%) members indicating that opportunities for fair performance evaluations were better in the civilian world was the same as that of White Army (13%) members. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±4) members.

that opportunities for education and training were better in the military. Overall, Army (14%) and Marine Corps (13%) members were more likely than members in the other Services to indicate that opportunities for education and training were better in the civilian world. Among Whites and Blacks, Army (both 13%) members were more likely than members in their respective racial/ethnic groups in the other Services to indicate that opportunities for education and training were better in the civilian world.[91]

- *Quality of life.*   Overall, Air Force (39%) members were more likely than members in the other Services to indicate that opportunities for quality of life were better in the military. Similarly among Whites, Blacks, Hispanics, and Asians, Air Force members were more likely than members in their respective racial/ethnic groups in the other Services to indicate that opportunities for quality of life were better in the military. Overall, Army (27%) and Navy (26%) members were more likely than members in the other Services to indicate that opportunities for quality of life were better in the civilian world.[92] Among Whites and Blacks, Army (28% and 25%, respectively) members were more likely than members in their respective racial/ethnic groups in the other Services to indicate that opportunities for quality of life were better in the civilian world.[93] Also among Whites, Navy (26%) members were more likely than Whites in the other Services to indicate that opportunities for quality of life were better in the civilian world.

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[91] Note that the percentage of White Marine Corps (14%) members indicating that opportunities for education and training were better in the civilian world was higher than that of White Army (13%) members. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±5) members.

[92] Note that the percentage of Marine Corps (27%) members overall indicating that opportunities for quality of life were better in the civilian world was the same as that of Army (27%) members overall. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±3) members.

[93] Note that the percentage of White Marine Corps (28%) members indicating that opportunities for quality of life were better in the civilian world was the same as that of White Army (28%) members. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±5) members. Similarly, note that the percentage of Black Navy (26%) members indicating that opportunities for quality of life were better in the civilian world was the higher than that of Black Army (25%) members. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Navy (±4) members.

Paygrade and Race/Ethnicity. In general, members in each of the paygrades were more positive overall in their perceptions of economic opportunities, such as pay and benefits, fair performance evaluations, education and training opportunities, and quality of life in the military compared to the civilian world (Table 154).

Table 154.
Percent of Service Members Who Indicated Whether Economic Opportunities Were Better in the Military or Civilian World, by Race/Ethnicity and Paygrade

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Pay and benefits									
Better as a civilian	E1-E4	21	21	20	20	17	17	11	23
	E5-E9	22	23	24	20	27	17	17	21
	O1-O3	22	23	20	16	18	16	NR	17
	O4-O6	28	29	24	21	9	38	NR	31
Better in the military	E1-E4	32	27	44	40	30	42	NR	28
	E5-E9	37	30	48	47	32	48	41	40
	O1-O3	31	26	56	52	31	36	NR	39
	O4-O6	31	27	56	50	48	31	NR	27
Fair performance evaluations									
Better as a civilian	E1-E4	15	15	14	15	13	11	10	18
	E5-E9	10	10	11	9	13	9	14	8
	O1-O3	7	7	7	7	7	5	NR	10
	O4-O6	6	6	6	7	3	13	NR	5
Better in the military	E1-E4	28	24	37	36	31	33	42	23
	E5-E9	36	31	45	42	35	40	35	37
	O1-O3	33	30	56	48	41	37	NR	37
	O4-O6	39	36	57	57	43	39	NR	30

Table continued on next page.

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Table 154. (continued)

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Education and training opportunities									
Better as a civilian	E1-E4	13	13	13	13	14	12	6	19
	E5-E9	9	9	9	11	15	9	14	10
	O1-O3	8	7	9	8	8	7	NR	9
	O4-O6	7	7	7	9	8	14	NR	5
Better in the military	E1-E4	41	36	56	49	32	45	NR	37
	E5-E9	50	44	63	55	42	60	42	47
	O1-O3	44	40	68	58	47	43	NR	50
	O4-O6	49	46	71	65	49	54	NR	42
Quality of life									
Better as a civilian	E1-E4	26	26	25	24	19	26	9	32
	E5-E9	21	22	20	19	25	22	18	23
	O1-O3	23	24	22	18	21	19	NR	18
	O4-O6	22	22	19	19	16	24	NR	23
Better in the military	E1-E4	27	22	40	34	30	31	NR	21
	E5-E9	36	29	48	47	31	43	43	38
	O1-O3	30	26	51	46	33	32	NR	35
	O4-O6	35	32	57	55	48	38	NR	27
Margins of Error		±1-2	±2-3	±2-5	±3-6	±4-13	±6-8	±8-17	±5-11

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Detailed results by racial/ethnic groups are as follows:

- *Pay and benefits.* Overall, senior enlisted members (37%) were more likely than members in the other paygrades to indicate pay and benefits were better in the military. Among Blacks and Hispanics, junior officers (56% and 52%, respectively) were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate pay and benefits were better in the military. Among Blacks, senior officers (56%) were more likely than Blacks in the other paygrades to indicate pay and benefits were better in the military. Overall, senior officers (28%) were more likely than members in the other paygrades to indicate pay and benefits were better in the civilian world. Similarly among Whites and Asians, senior officers (29% and 38%, respectively) were more likely than members in their respective racial/ethnic

groups in the other paygrades to indicate pay and benefits were better in the civilian world.

- *Fair performance evaluations.* Overall and among Whites, senior enlisted members and senior officers were more likely than members in the other paygrades to indicate that opportunities for fair performance evaluations were better in the military. Among Blacks and Hispanics, junior officers and senior officers were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that opportunities for fair performance evaluations were better in the military. Overall, junior enlisted members (15%) were more likely than members in the other paygrades to indicate that opportunities for fair performance evaluations were better in the civilian world. Among Whites and Hispanics, junior enlisted members (both 15%) were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that opportunities for fair performance evaluations were better in the civilian world.

- *Education and training opportunities.* Overall and among Whites, senior enlisted members and senior officers were more likely than members in the other paygrades to indicate that opportunities for education and training were better in the military. Among Blacks, junior officers (68%) and senior officers (71%) were more likely than Blacks in the other paygrades to indicate that opportunities for education and training were better in the military. Among Hispanics, senior officers (65%) were more likely than Hispanics in the other paygrades to indicate that opportunities for education and training were better in the military. Among Asians, senior enlisted members (60%) were more likely than Asians in the other paygrades to indicate that opportunities for education and training were better in the military. Overall and among Whites, junior enlisted members (both 13%) were more likely than members in the other paygrades to indicate that opportunities for education and training were better in the civilian world.

- *Quality of life.* Overall and among Whites and Hispanics, senior enlisted members and senior officers were more likely than members in the other paygrades to indicate that opportunities for quality of life were better in the military. Among Blacks, senior officers (57%) were more likely than Blacks in the other paygrades to indicate that opportunities for quality of life were better in the military. Among Asians, senior enlisted members (43%) were more likely than Asians in the other paygrades to indicate that opportunities for quality of life were better in the military. Among those of Two or More Races, senior enlisted members (38%) were more likely than those in the other paygrades to indicate that opportunities for quality of life were better in the military. Overall and among Whites, junior enlisted members (both 26%) were more likely than members in the other paygrades to indicate that opportunities for quality of life were better in the civilian world.

Deployment Status and Race/Ethnicity. In general, Service members, regardless of deployment status, were more positive overall in their perceptions of economic opportunities, such as pay and benefits, fair performance evaluations, education and training opportunities, and quality of life in the military compared to the civilian world (Table 155).

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Table 155.

Percent of Service Members Who Indicated Whether Economic Opportunities Were Better in the Military or Civilian World, by Race/Ethnicity and Deployment Status

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Pay and benefits									
Better as a civilian	Deploy	25	25	25	24	19	24	8	19
	Not-Dep	22	22	22	19	23	17	18	22
Better in the military	Deploy	32	27	41	40	30	36	NR	39
	Not-Dep	35	28	49	45	32	45	45	33
Fair performance evaluations									
Better as a civilian	Deploy	13	13	13	15	14	12	NR	14
	Not-Dep	11	10	12	11	12	9	11	12
Better in the military	Deploy	30	26	39	35	30	32	NR	42
	Not-Dep	34	29	45	42	35	39	38	28
Education and training opportunities									
Better as a civilian	Deploy	15	15	13	16	14	21	10	16
	Not-Dep	9	9	10	10	14	8	11	13
Better in the military	Deploy	41	36	55	48	32	38	NR	40
	Not-Dep	48	42	63	54	40	56	45	43
Quality of life									
Better as a civilian	Deploy	27	28	24	23	25	29	12	23
	Not-Dep	22	22	21	20	20	22	16	28
Better in the military	Deploy	29	24	40	38	25	29	NR	29
	Not-Dep	33	27	47	42	33	40	46	30
Margins of Error		±1-3	±1-3	±2-5	±3-6	±6-14	±3-10	±9-15	±5-14

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Detailed results by racial/ethnic groups are as follows:

- *Pay and benefits.* Overall, members who had not been deployed in the previous 12 months (35%) were more likely than members who had been deployed (32%) to indicate pay and benefits were better in the military. Similarly among Blacks, members who had not been deployed in the previous 12 months (49%) were more likely than Blacks who had been deployed (41%) to indicate pay and benefits were better in the military.

- *Fair performance evaluations.* Overall, members who had not been deployed in the previous 12 months (34%) were more likely than members who had been deployed (30%) to indicate that opportunities for fair performance evaluations were better in the military.

- *Education and training opportunities.* Overall, members who had not been deployed in the previous 12 months (48%) were more likely than members who had been deployed (41%) to indicate that opportunities for education and training were better in the military. Similarly among Whites, Blacks, and Asians, members who had not been deployed in the previous 12 months were more likely than members in their respective racial/ethnic groups who had been deployed to indicate that opportunities for education and training were better in the military.

- *Quality of life.* Overall, members who had not been deployed in the previous 12 months (33%) were more likely than members who had been deployed (29%) to indicate that opportunities for quality of life were better in the military. Similarly among Blacks, members who had not been deployed in the previous 12 months (47%) were more likely than Blacks who had been deployed (40%) to indicate that opportunities for quality of life were better in the military.

Promotions

A military career is essentially designed as "up or out." Selection for promotion when eligible is important for a successful military career. Members were asked whether they thought opportunities for promotion were better in the military or in civilian employment.

Overall and Race/Ethnicity. Overall, in 2005, Service members were more likely in their assessment that promotion opportunities for people of their racial/ethnic background were better in the military (38%) than in the civilian world (13%) (Figure 25). Fifty percent of Service members indicated no difference in their assessment of promotion opportunities for people of their racial/ethnic background in the military compared to the civilian world.

Figure 25.
Percent of Service Members Overall Who Indicated Whether Promotion Opportunities Were Better in the Military or Civilian World, by Year

	Much better in the military	No difference	Much better as a civilian
1996 - Promotion opportunities	28	52	20
2005 - Promotion opportunities	38	50	13
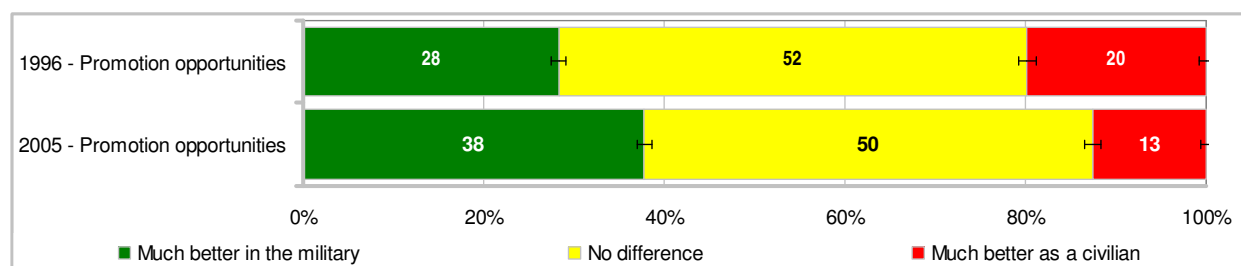
WEOA2005 Question 91; *EOS1996* Question 73   *Margins of error ±1%*

In general, all racial/ethnic groups were more positive in their assessment that promotion opportunities were better in the military than civilian environments (Table 156). Blacks (54%) and Hispanics (48%) were more likely than Whites (31%), AIANs (36%), and those of Two or More Races (39%) to indicate promotion opportunities were better in the military. Blacks were also more likely than Hispanics, Asians (45%), and NHPIs (41%) to indicate promotion opportunities were better in the military. Asians were more likely than Whites and AIANs to indicate promotion opportunities were better in the military. Those of Two or More Races were more likely than Whites to indicate promotion opportunities were better in the military. Whites (13%) were more likely than Blacks (11%), Asians (10%), and NHPIs (7%) to indicate promotion opportunities were better in the civilian world.

Table 156.
Percent of Service Members Who Indicated Whether Promotion Opportunities Were Better in the Military or Civilian World, by Race/Ethnicity and Year

How do the promotion opportunities for people of your race/ethnic background in the military compare to civilian world?	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/ More[b]
Better as a civilian	2005	13	13	11	12	11	10	7	12
	1996	20	22	15	17	23	14		--
Better in the military	2005	38	31	54	48	36	45	41	39
	1996	28	23	43	37	25	29		--
Margins of Error			±1	±1-2	±2-3	±2-3	±5-7	±3-4	±6-10	±5-6

Note. WEOA2005 Question 91; *EOS1996* Question 73. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. The response of "no difference" is not analyzed.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Survey Year. As shown in Table 156, the percentage of Service members who indicated promotion opportunities were better in the military was higher overall in 2005 than in 1996 (38% vs. 28%). The percentage of White (31% vs. 23%), Black (54% vs. 43%), Hispanic (48% vs. 37%), and AIAN (36% vs. 25%) members who indicated promotion opportunities were better in the military was higher in 2005 than in 1996.

Service and Race/Ethnicity. Overall and among Whites, Air Force members were more likely than members in the other Services to indicate promotion opportunities were better in the military (Table 157). Overall and among Whites, Army members were more likely than members in the other Services to indicate promotion opportunities were better in the civilian world.

Table 157.
Percent of Service Members Who Indicated Whether Promotion Opportunities Were Better in the Military or Civilian World, by Race/Ethnicity and Service

How do the promotion opportunities for people of your race/ethnic background in the military compare to civilian world?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Better as a civilian	Army	15	17	10	12	11	12	7	19
	Navy	13	14	13	15	13	10	NR	9
	USMC	12	14	9	10	10	11	NR	2
	USAF	9	9	11	8	11	7	2	11
Better in the military	Army	38	29	56	49	31	42	42	38
	Navy	36	30	48	43	37	47	NR	37
	USMC	36	29	55	47	NR	39	NR	NR
	USAF	41	36	57	52	38	47	NR	41
Margins of Error			±1-4	±1-5	±3-7	±3-6	±7-16	±4-11	±5-15	±4-10

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Paygrade and Race/Ethnicity. Overall, senior enlisted members (42%) were more likely than members in the other paygrades to indicate promotion opportunities were better in the military (Table 158). Among Whites, senior enlisted members and senior officers (both 34%) were more likely than Whites in the other paygrades to indicate promotion opportunities were better in the military. Among Blacks, senior enlisted members (57%), junior officers (67%), and senior officers (70%) were more likely than Blacks in the other paygrades to indicate promotion opportunities were better in the military. Among Hispanics, junior officers (56%) and senior officers (60%) were more likely than Hispanics in the other paygrades to indicate promotion opportunities were better in the military. Overall, junior enlisted members (16%) were more likely than members in the other paygrades to indicate promotion opportunities were better in the civilian world. Similarly among Whites, Blacks, and Hispanics, junior enlisted members were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate promotion opportunities were better in the civilian world.

Table 158.

Percent of Service Members Who Indicated Whether Promotion Opportunities Were Better in the Military or Civilian World, by Race/Ethnicity and Paygrade

How do the promotion opportunities for people of your race/ethnic background in the military compare to civilian world?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Better as a civilian	E1-E4	16	16	14	15	11	11	7	16
	E5-E9	12	13	10	9	13	9	5	10
	O1-O3	9	9	7	8	8	7	NR	6
	O4-O6	10	10	8	7	4	16	NR	11
Better in the military	E1-E4	32	27	44	42	33	40	40	33
	E5-E9	42	34	57	51	37	50	41	47
	O1-O3	38	33	67	56	41	45	NR	40
	O4-O6	39	34	70	60	50	40	NR	32
Margins of Error			±1-2	±2-3	±2-5	±3-6	±7-13	±3-8	±10-17	±5-10

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Deployment Status and Race/Ethnicity. There were no differences found within racial/ethnic groups by deployment status in members' perceptions of promotion opportunities as being better in the military, although Service members overall who had been deployed in the past 12 months (15%) were more likely than members who had not been deployed (12%) to indicate promotion opportunities were better in the civilian world (Table 159). Similarly among Whites, Service members who had been deployed in the past 12 months (17%) were more likely than members who had not been deployed (12%) to indicate promotion opportunities were better in the civilian world.

Table 159.

Percent of Service Members Who Indicated Whether Promotion Opportunities Were Better in the Military or Civilian World, by Race/Ethnicity and Deployment Status

How do the promotion opportunities for people of your race/ethnic background in the military compare to civilian world?	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
Better as a civilian	Deploy	15	17	11	14	10	12	6	14
	Not-Dep	12	12	11	11	12	9	7	12
Better in the military	Deploy	36	29	53	44	35	42	NR	43
	Not-Dep	38	32	54	49	37	46	41	38
Margins of Error			±1-3	±1-3	±2-5	±2-6	±6-12	±3-10	±7-12	±5-14

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Race Relations

Service members were asked to indicate whether race relations were better overall in the military or in the civilian world.

Overall and Race/Ethnicity. Overall, in 2005, Service members were more positive in their assessment of race relations for people of their racial/ethnic background in the military (48%) compared to the civilian world (4%) (Figure 26). Forty-eight percent of Service members indicated no difference in their assessment of race relations for people of their racial/ethnic background in the military compared to the civilian world.

Figure 26.

Percent of Service Members Overall Who Indicated Whether Race Relations Were Better in the Military or Civilian World, by Year
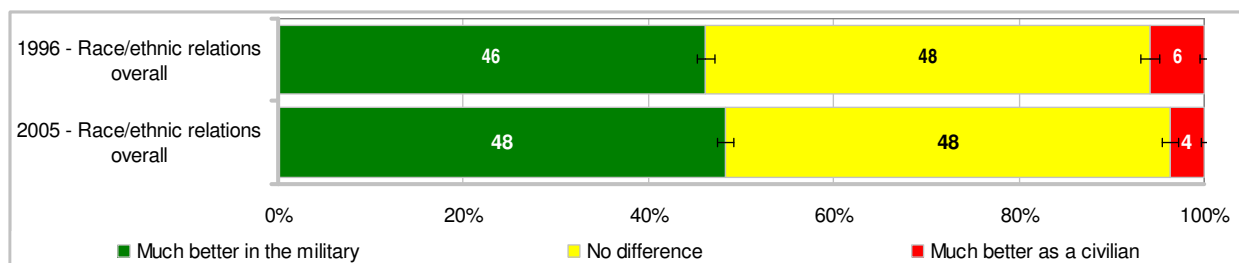
WEOA2005 Question 91; *EOS1996* Question 73   *Margins of error ±1%*

In general, all racial/ethnic groups were more positive in their assessment of race relations in the military than in the civilian world (Table 160). Blacks (56%), Hispanics (52%), and Asians (52%) were more likely than Whites (46%) and AIANs (41%) to indicate race relations were better in the military. Blacks were also more likely than Hispanics, NHPIs (43%), and those of Two or More Races (48%) to indicate race relations were better in the military. Hispanics (5%) were more likely than Whites (3%) to indicate race relations were better in the civilian world.

Table 160.
Percent of Service Members Who Indicated Whether Race Relations Were Better in the Military or Civilian World, by Race/Ethnicity and Year

How do race relations for people of your race/ethnic background in the military compare to civilian world?	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/ More[b]
Better as a civilian	2005	4	3	3	5	7	4	4	5
	1996	6	5	6	8	11	7		--
Better in the military	2005	48	46	56	52	41	52	43	48
	1996	46	48	45	43	38	39		--
Margins of Error		*±1*	*±1-2*	*±1-3*	*±2-3*	*±5-7*	*±2-4*	*±5-10*	*±4-6*

Note. WEOA2005 Question 91; *EOS1996* Question 73. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. The response of "no difference" is not analyzed.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

Survey Year. As shown in Table 160, the percentage of Service members who indicated race relations were better in the military was higher overall in 2005 than in 1996 (48% vs. 46%). The percentage of Black (56% vs. 45%) and Hispanic (52% vs. 43%) members who indicated race relations were better in the military was higher in 2005 than in 1996. The percentage of White (46% vs. 48%) members who indicated race relations were better in the military was lower in 2005 than in 1996.

Service and Race/Ethnicity. As shown in Table 161, overall, Air Force (54%) members were more likely than members in the other Services to indicate race relations were better in the military. Similarly among Whites, Blacks, and Hispanics, Air Force members were more likely than members in their respective racial/ethnic groups in the other Services to indicate race relations were better in the military. Overall and among Whites, Army (both 5%) members were more likely than members in the other Services to indicate race relations were better in the civilian world.

Table 161.
Percent of Service Members Who Indicated Whether Race Relations Were Better in the Military or Civilian World, by Race/Ethnicity and Service

How do race relations for people of your race/ethnic background in the military compare to civilian world?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Better as a civilian	Army	5	5	4	6	7	6	2	7
	Navy	4	4	4	6	7	4	NR	3
	USMC	3	3	4	4	6	6	NR	NR
	USAF	2	2	2	4	NR	3	NR	4
Better in the military	Army	47	42	58	50	34	45	45	52
	Navy	45	42	50	47	47	53	NR	43
	USMC	48	46	54	54	58	48	NR	NR
	USAF	54	52	61	61	36	58	NR	48
Margins of Error		±1-4	±1-5	±2-7	±2-6	±7-15	±6-12	±3-15	±5-10

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Paygrade and Race/Ethnicity. Overall and among Whites, Blacks, and Hispanics, senior enlisted members, junior officers, and senior officers were more likely than members in the other paygrades to indicate race relations were better in the military (Table 162). Among Asians, senior officers (65%) were more likely than Asians in the other paygrades to indicate race relations were better in the military. Overall and among Whites, Blacks, and Hispanics, junior enlisted members were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate race relations were better in the civilian world.

Table 162.

Percent of Service Members Who Indicated Whether Race Relations Were Better in the Military or Civilian World, by Race/Ethnicity and Paygrade

How do race relations for people of your race/ethnic background in the military compare to civilian world?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Better as a civilian	E1-E4	6	5	6	8	9	6	3	8
	E5-E9	3	3	2	2	6	3	4	3
	O1-O3	2	1	3	3	2	3	NR	1
	O4-O6	1	1	1	1	1	4	NR	1
Better in the military	E1-E4	38	35	44	44	30	41	40	40
	E5-E9	53	49	60	56	48	56	42	53
	O1-O3	52	49	66	64	51	58	NR	56
	O4-O6	65	63	79	79	59	65	NR	66
Margins of Error			±1-2	±1-3	±1-5	±2-5	±3-15	±3-8	±7-17	±6-12

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

> ***Deployment Status and Race/Ethnicity.*** As shown in Table 163, overall, Service members who had not been deployed (49%) were more likely than those who had been deployed (46%) to indicate race relations were better in the military. There were no other differences found by deployment status within racial/ethnic groups in perceptions of race relations.

Table 163.

Percent of Service Members Who Indicated Whether Race Relations Were Better in the Military or Civilian World, by Race/Ethnicity and Deployment Status

How do race relations for people of your race/ethnic background in the military compare to civilian world?	Deploy Status	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Better as a civilian	Deploy	4	4	4	5	8	6	2	NR
	Not-Dep	3	3	3	5	7	4	4	5
Better in the military	Deploy	46	43	52	51	34	50	NR	45
	Not-Dep	49	46	57	52	44	52	44	49
Margins of Error			±1-3	±1-3	±1-5	±2-6	±5-13	±2-9	±6-12	±4-13

Note. WEOA2005 Question 91. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. The response of "no difference" is not analyzed.

Race Relations Over the Last Five Years

Two sets of questions were used to assess how race relations have changed over time. The first set of findings provides general perceptions of whether members thought that race relations had improved in the military and in the nation. The second set of findings covers members' views on how often racial/ethnic harassment and discrimination occurs in the military now, as compared to a few years ago. The section presents findings for the military overall, as well as by race/ethnicity,[94] Service, paygrade, and deployment status. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.[95] Analyses by Service, paygrade, and deployment status were made by comparing results for each group against the average of all other groups.[96] Also, where the questions were similar to those asked in the 1996 survey, trends are discussed.

Both overall and within racial/ethnic groups, there were no differences found by deployment status in the frequency of harassment and discrimination and their perceptions of race/ethnic relations in the nation and the military.

Overall and Race/Ethnicity

As shown in Table 164, in 2005, the majority of Service members overall and in all racial/ethnic groups except Blacks and those of Two or More Races indicated that race/ethnic relations are better today than five years ago in the nation. Whites (52%), Hispanics (55%), Asians (60%), and NHPIs (55%) were more likely than Blacks (42%) or those of Two or More Races (41%) to indicate that race/ethnic relations in the nation are better today. Asians were also more likely than Whites to indicate that race/ethnic relations are better today.

The majority of Service members overall and in all racial/ethnic groups indicated that race/ethnic relations are better today than five years ago in the military. Whites (57%), Hispanics (62%), and Asians (64%) were more likely than Blacks (51%) to indicate that race/ethnic relations are better in the military today. Hispanics and Asians were also more likely than Whites and those of Two or More Races (50%) to indicate that race/ethnic relations are better today.

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[94] Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic).

[95] For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

[96] For example, Service members in the Army compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

Table 164.

Percent of Service Members Who Indicated Whether Race Relations Had Improved in the Military and the Nation Over the Last Five Years, by Race/Ethnicity and Year

Have race/ethnic relations in our nation gotten better or worse over the last 5 years?	Survey Year	Overall	White	Black	Hisp	AIAN	Asian	NHPI[a]	Two/More[b]
In the Nation									
Better today	2005	51	52	42	55	50	60	55	41
	1996	32	33	25	33	26	45		--
About the same as 5 years ago	2005	40	39	47	37	40	34	39	48
	1996	35	34	39	36	24	34		--
Worse today	2005	9	9	11	7	10	7	7	11
	1996	34	34	36	31	49	21		--
In the Military									
Better today	2005	57	57	51	62	53	64	63	50
	1996	46	47	37	50	37	56		--
About the same as 5 years ago	2005	41	41	45	36	46	34	33	47
	1996	42	42	45	38	43	37		--
Worse today	2005	2	2	4	2	1	2	5	3
	1996	12	11	18	12	21	7		--
Margins of Error		*±1-2*	*±1-2*	*±1-3*	*±1-4*	*±1-11*	*±1-5*	*±3-13*	*±2-7*

Note. WEOA2005 Questions 95 and 98; *EOS1996* Questions 77 and 78. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Service members with less than 5 years in the military were excluded from these analyses.
[a]In 1996, Asian and NHPI were combined. Therefore, trend analysis is not available.
[b]In 1996, respondents could not indicate more than one race. Therefore, trend analysis is not available.

The majority of Service members overall and in all racial/ethnic groups indicated that racial/ethnic harassment and discrimination occurs less often now than a few years ago (Table 165). Whites (66%), Hispanics (67%), and Asians (73%) were more likely than Blacks (61%) to indicate that it occurs less often now than a few years ago. Asians were also more likely than Whites and those of Two or More Races (58%) to indicate that racial/ethnic harassment and discrimination occurs less often now than a few years ago.

Table 165.

Percent of Service Members Who Indicated How Often Racial/Ethnic Harassment and Discrimination Occurred in the Military Now, as Compared with a Few Years Ago, by Race/ Ethnicity

Frequency of Racial/Ethnic Harassment and Discrimination Now, Versus a Few Years Ago?	Total	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Less often	65	66	61	67	66	73	71	58
About the same	32	32	34	30	32	26	22	39
More often	3	2	5	3	2	2	7	3
Margins of Error	±1	±1-2	±2-3	±2-4	±2-8	±1-4	±11-13	±3-7

Note. WEOA2005 Question 97. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Service members with less than 5 years in the military were excluded from these analyses.

Survey Year

As shown in Table 164, the percentage was higher in 2005 than in 1996 for Service members overall who indicated that race/ethnic relations are better today than five years ago in both the nation (51% vs. 32%) and the military (57% vs. 46%). Similarly, the percentage was higher in 2005 than in 1996 for all racial/ethnic groups for both perceptions about race/ethnic relations in the nation and the military. Service members were not asked about the frequency of racial/ethnic harassment and discrimination in 1996. Therefore, no trend data are available for the results shown in Table 165.

Service and Race/Ethnicity

Overall and among Whites and Blacks, Marine Corps members were more likely than members in the other Services to indicate that race/ethnic relations are better today than five years ago in the nation (Table 166). Overall and among Whites, Navy and Marine Corps members were more likely than members in the other Services to indicate that race/ethnic relations are better today than five years ago in the military. Among Blacks, Marine Corps (59%) members were more likely than Blacks in the other Services to indicate that race/ethnic relations are better today than five years ago in the military. Among Asians, Navy (70%) members were more likely than Asians in the other Services to indicate that race/ethnic relations are better today in the military.[97] Overall and among Whites, Army members were more likely than members in the other Services to indicate that race/ethnic relations are worse today than five years ago in the military.

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[97] Note that the percentage of Asian Marine Corps (72%) members indicating that race/ethnic relations are better today than five years ago in the military was higher than that of Asian Navy (70%) members. The percentage is not significantly different from the average of the other Services due to a higher margin of error for Marine Corps (±13) members.

Table 166.

Percent of Service Members Who Indicated Whether Race Relations Had Improved in the Military and the Nation Over the Last Five Years, by Race/Ethnicity and Service

Have race/ethnic relations in our nation gotten better or worse over last 5 years?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/More
In the Nation									
Better today	Army	48	49	42	53	57	60	55	37
	Navy	52	53	43	57	45	63	NR	49
	USMC	58	59	50	59	58	60	NR	NR
	USAF	50	52	38	54	39	53	NR	40
About the same as 5 years ago	Army	42	41	46	40	34	31	41	52
	Navy	39	37	48	34	47	33	NR	40
	USMC	35	34	40	34	28	31	NR	NR
	USAF	41	39	50	40	51	38	37	48
Worse today	Army	10	10	12	7	9	9	5	11
	Navy	9	10	9	9	9	4	NR	11
	USMC	7	6	10	7	14	9	NR	NR
	USAF	9	9	12	6	9	9	13	13
In the Military									
Better today	Army	53	53	50	56	54	57	66	52
	Navy	60	61	53	65	59	70	NR	49
	USMC	63	64	59	66	56	72	NR	NR
	USAF	56	57	47	65	NR	55	NR	52
About the same as 5 years ago	Army	44	44	45	42	44	36	26	47
	Navy	38	37	43	32	41	29	NR	49
	USMC	35	35	36	32	44	27	NR	NR
	USAF	43	42	50	34	NR	43	NR	42
Worse today	Army	4	3	5	2	2	6	NR	1
	Navy	2	2	3	3	NR	1	NR	2
	USMC	2	1	5	2	NR	1	NR	NR
	USAF	2	1	3	1	1	1	NR	7
Margins of Error		±1-4	±1-6	±2-7	±2-7	±2-16	±2-13	±4-16	±2-18

Note. WEOA2005 Questions 95 and 98. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Service members with less than 5 years in the military were excluded from these analyses.

Overall, Navy (68%) and Marine Corps (71%) members were more likely than members in the other Services to indicate racial/ethnic harassment and discrimination occurs less often now than a few years ago (Table 167). Among Whites, Marine Corps (73%) members were

more likely than Whites in the other Services to indicate that racial/ethnic harassment and discrimination occurs less often now than a few years ago. Overall, Army (4%) members were more likely than members in the other Services to indicate racial/ethnic harassment and discrimination occurs more often now than a few years ago.

Table 167.
Percent of Service Members Who Indicated How Often Racial/Ethnic Harassment and Discrimination Occurred in the Military Now, as Compared with a Few Years Ago, by Race/ Ethnicity and Service

Frequency of Racial/Ethnic Harassment and Discrimination Now, Versus a Few Years Ago?	Service	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Less often	Army	61	61	61	61	68	62	69	56
	Navy	68	68	62	70	70	77	NR	57
	USMC	71	73	66	71	61	78	NR	NR
	USAF	66	67	58	71	NR	71	NR	62
About the same	Army	36	37	33	36	29	34	20	43
	Navy	30	30	34	26	29	22	NR	41
	USMC	28	26	30	28	39	19	NR	NR
	USAF	32	32	37	28	NR	28	NR	32
More often	Army	4	2	6	4	3	3	NR	1
	Navy	2	1	4	3	NR	1	NR	3
	USMC	1	1	4	1	NR	3	NR	NR
	USAF	2	1	4	1	<1	1	NR	7
Margins of Error		±1-4	±1-6	±3-7	±2-7	±1-18	±7-14	±11-18	±1-13

Note. WEOA2005 Question 97. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Service members with less than 5 years in the military were excluded from these analyses. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity

Overall and among Whites, junior officers and senior officers were more likely than members in the other paygrades to indicate race/ethnic relations are better today than five years ago in the nation (Table 168). Among Blacks, senior officers (17%) were more likely than Blacks in the other paygrades to indicate race/ethnic relations are worse today than five years ago in the nation. Overall and among Whites, senior officers were more likely than members in the other paygrades to indicate race/ethnic relations are better today than five years ago in the military. Among Blacks and Asians, senior enlisted members were more likely than members in the other paygrades to indicate race/ethnic relations are better today than five years ago in the

military. Overall, junior enlisted members (7%) were more likely than members in the other paygrades to indicate race/ethnic relations are worse today than five years ago in the military.

Table 168.
Percent of Service Members Who Indicated Whether Race Relations Had Improved in the Military and the Nation Over the Last Five Years, by Race/Ethnicity and Paygrade

Have race/ethnic relations in our nation gotten better or worse over last 5 years?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
In the Nation									
Better today	E1-E4	49	49	43	57	55	59	57	39
	E5-E9	50	52	42	54	44	62	54	39
	O1-O3	55	57	37	53	61	54	NR	53
	O4-O6	55	57	31	56	51	53	NR	53
About the same as 5 years ago	E1-E4	41	41	44	35	38	35	38	50
	E5-E9	40	38	47	40	44	32	39	48
	O1-O3	38	36	50	41	32	38	NR	40
	O4-O6	37	35	52	37	45	37	NR	34
Worse today	E1-E4	10	10	12	8	7	7	5	11
	E5-E9	10	10	10	6	13	6	7	13
	O1-O3	7	6	13	6	7	8	NR	7
	O4-O6	8	7	17	7	4	10	NR	13
In the Military									
Better today	E1-E4	42	40	35	58	NR	NR	NR	NR
	E5-E9	57	58	53	62	50	69	63	50
	O1-O3	57	58	45	60	54	56	NR	62
	O4-O6	60	61	45	66	63	57	NR	58
About the same as 5 years ago	E1-E4	52	54	55	39	NR	NR	NR	NR
	E5-E9	40	40	44	36	50	30	35	47
	O1-O3	42	41	51	38	45	39	NR	30
	O4-O6	39	38	51	32	35	40	NR	41
Worse today	E1-E4	7	7	9	3	NR	NR	NR	NR
	E5-E9	2	2	4	2	<1	1	2	3
	O1-O3	2	1	4	2	1	5	NR	NR
	O4-O6	1	1	4	2	2	3	NR	2
Margins of Error		±1-6	±1-8	±2-12	±2-14	±1-14	±2-9	±4-16	±3-12

Note. WEOA2005 Questions 95 and 98. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Service members with less than five years in the military were excluded from these analyses. NR indicates results are not reportable due to very small numbers of respondents.

Overall, senior enlisted members (66%) and senior officers (70%) were more likely than members in the other paygrades to indicate racial/ethnic harassment and discrimination occurs less often now than a few years ago (Table 169). Among Whites and Hispanics, senior officers were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate racial/ethnic harassment and discrimination occurs less often now than a few years ago. Among Blacks and Asians, senior enlisted members were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate racial/ethnic harassment and discrimination occurs less often now than a few years ago.

Overall, junior enlisted members (9%) were more likely than members in the other paygrades to indicate racial/ethnic harassment and discrimination occurs more often now than a few years ago. Similarly among Whites and Blacks, junior enlisted members (8% and 18%, respectively) were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate racial/ethnic harassment and discrimination occurs more often now than a few years ago.

Table 169.
Percent of Service Members Who Indicated How Often Racial/Ethnic Harassment and Discrimination Occurred in the Military Now, as Compared with a Few Years Ago, by Race/ Ethnicity and Paygrade

Frequency of Racial/Ethnic Harassment and Discrimination Now, Versus a Few Years Ago?	Pay grade	Overall	White	Black	Hisp	AIAN	Asian	NHPI	Two/ More
Less often	E1-E4	45	46	39	52	NR	NR	NR	NR
	E5-E9	66	67	63	68	65	77	71	58
	O1-O3	64	64	57	65	54	66	NR	65
	O4-O6	70	71	59	77	73	69	NR	71
About the same	E1-E4	46	46	44	47	NR	NR	NR	NR
	E5-E9	32	32	33	29	33	22	24	39
	O1-O3	35	35	39	32	45	32	NR	28
	O4-O6	29	28	37	21	26	28	NR	26
More often	E1-E4	9	8	18	1	NR	6	NR	NR
	E5-E9	2	2	4	3	2	1	5	3
	O1-O3	2	1	4	3	1	2	NR	NR
	O4-O6	1	1	4	1	2	3	NR	2
Margins of Error		*±1-6*	*±1-8*	*±1-12*	*±2-14*	*±1-15*	*±2-12*	*±11-18*	*±2-13*

Note. WEOA2005 Question 97. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. Service members with less than five years in the military were excluded from these analyses. NR indicates results are not reportable due to very small numbers of respondents.

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Appendix: 2005 Workplace and Equal Opportunity Survey of Active-Duty Members

2005 Workplace and Equal Opportunity Survey of Active-Duty Members

Department of Defense Human Resources Strategic Assessment Program (HRSAP)

COMPLETION INSTRUCTIONS

- **This is not a test, so take your time.**
- **Select answers you believe are most appropriate.**
- **Use a blue or black pen.**
- **Please PRINT where applicable.**
- **Place an "X" in the appropriate box or boxes.**

   RIGHT   **WRONG**
   ☒   ☑ ◯

- **To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.**

   CORRECT ANSWER   **INCORRECT ANSWER**
   ☒   ■

- **Do not make any marks outside of the response and write-in boxes.**

MAILING INSTRUCTIONS

- **Please return your completed survey in the business reply envelope.** (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., P.O. Box 5720, Hopkins, MN 55343).

- **If you are returning the survey from another country, be sure to return the business reply envelope only through a U.S. government mail room or post office.**

- **Foreign postal systems will not deliver business reply mail.**

PRIVACY ACT & INFORMED CONSENT STATEMENT

In accordance with the Privacy Act, this notice informs you of the purpose of this survey and how the findings of this survey will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136, 481, 1782, and 2358.

PRINCIPAL PURPOSE: Information collected in these surveys will be used to report attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Offices of the Secretary of Defense and the Secretary of Homeland Security, each Military Department, and the Joint Chiefs of Staff.

Findings will be used in reports and testimony provided to Congress. Some findings may be published by Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research.

STATEMENT OF RISK: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, DMDC has a number of policies and procedures to ensure that survey data are safe and protected. If you have any questions about this survey, please contact HRSurvey@osd.pentagon.mil. For questions regarding Human Subjects issues contact NPRST Protection of Human Subjects Committee at (901) 874-4994, (DSN) 882-4994, or nprstpao@persnet.navy.mil

YOUR BACKGROUND

1. I voluntarily consent to participate in this survey.

☒ Yes
☒ No - stop here and return the survey

2. In what Service were you on active duty on January 24, 2005?

☒ Army   ☒ Air Force
☒ Navy   ☒ Coast Guard
☒ Marine Corps
☒ None, you were separated or retired - stop here and return the survey

3. Are you . . . ?

☒ Male   ☒ Female

4. What is your current paygrade? *Mark one.*

☒ E-1   ☒ E-6   ☒ W-1   ☒ O-1/O-1E
☒ E-2   ☒ E-7   ☒ W-2   ☒ O-2/O-2E
☒ E-3   ☒ E-8   ☒ W-3   ☒ O-3/O-3E
☒ E-4   ☒ E-9   ☒ W-4   ☒ O-4
☒ E-5   ☒ W-5   ☒ O-5
                                 ☒ O-6 or above

5. Are you Spanish/Hispanic/Latino?

☒ No, not Spanish/Hispanic/Latino
☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

6. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

☒ White
☒ Black or African American
☒ American Indian or Alaska Native
☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents or ancestors country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.

7. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on.)

Please print.

8. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☒ 12 years or less of school (no diploma)
- ☒ High school graduate--high school diploma or equivalent (e.g., GED)
- ☒ Some college credit, but less than 1 year
- ☒ 1 or more years of college, no degree
- ☒ Associate's degree (for example, AA, AS)
- ☒ Bachelor's degree (for example, BA, AB, BS)
- ☒ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

FAMILY AND HOUSEHOLD INFORMATION

9. What is your marital status? *Mark one.*

- ☒ Married
- ☒ Separated
- ☒ Divorced
- ☒ Widowed
- ☒ Never married

10. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

- ☒ Does not apply; I am not married and I do not have a girlfriend/boyfriend ⇨ IF DOES NOT APPLY, THEN GO TO QUESTION 13
- ☒ Less than 1 year
- ☒ 1 year to less than 6 years
- ☒ 6 years to less than 10 years
- ☒ 10 years or more

11. Is your spouse/significant other Spanish/ Hispanic/Latino?

- ☒ No, not Spanish/Hispanic/Latino
- ☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

12. What race is your spouse/significant other? *Mark one or more races to indicate what you consider your spouse/significant other to be.*

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

◆

> The definition of "child, children, or other legal dependents" includes anyone in your family, **except your spouse**, who has, or is eligible to have, a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

13. Do you have a child, children, or other legal dependents based on the definition above?

☒ Yes   ☒ No

SATISFACTION AND RETENTION INTENTION

14. In general, has your <u>life</u> been better or worse than you expected when you first entered the military?

- ☒ Much better
- ☒ Better
- ☒ Neither better nor worse
- ☒ Worse
- ☒ Much worse

15. In general, has your <u>work</u> been better or worse than you expected when you first entered the military?

- ☒ Much better
- ☒ Better
- ☒ Neither better nor worse
- ☒ Worse
- ☒ Much worse

16. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

- ☒ Very likely
- ☒ Likely
- ☒ Neither likely nor unlikely
- ☒ Unlikely
- ☒ Very unlikely

17. Does your <u>spouse or significant other</u> think you should stay on or leave active duty?

- ☒ Strongly favors staying
- ☒ Somewhat favors staying
- ☒ Has no opinion one way or the other
- ☒ Somewhat favors leaving
- ☒ Strongly favors leaving
- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend

18. Does your <u>family</u> think you should stay on or leave active duty?

- ☒ Strongly favors staying
- ☒ Somewhat favors staying
- ☒ Has no opinion one way or the other
- ☒ Somewhat favors leaving
- ☒ Strongly favors leaving

19. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35".*

		YEARS

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

☒ Yes
☒ No ⇨ IF NO, THEN GO TO QUESTION 22

21. When you talk with your children about their future, do you encourage them to consider the military?

☒ Yes
☒ No

22. If you had a <u>close personal friend</u> considering active-duty military service, would you recommend that he/she join? *Mark "Yes" or "No" for each item.*

	Yes	No
a. A friend who is White	☒	☒
b. A friend who is Black or African American	☒	☒
c. A friend who is American Indian or Alaska Native	☒	☒
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	☒	☒
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	☒	☒
f. A friend who is Spanish/Hispanic/Latino	☒	☒

23. Are you currently in a military work environment where members of your race/ethnicity are uncommon?

☒ Yes
☒ No

24. Overall, how satisfied are you with the military way of life?

☒ Very satisfied
☒ Satisfied
☒ Neither satisfied nor dissatisfied
☒ Dissatisfied
☒ Very dissatisfied

25. How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I enjoy serving in the military	☒	☒	☒	☒	☒
b. Serving in the military is consistent with my personal goals	☒	☒	☒	☒	☒
c. If I left the military I would feel like I'm starting all over again	☒	☒	☒	☒	☒
d. I would feel guilty if I left the military	☒	☒	☒	☒	☒
e. Generally, on a day-to-day basis, I am happy with my life in the military	☒	☒	☒	☒	☒
f. It would be difficult for me to leave the military and give up the benefits that are available in the Service	☒	☒	☒	☒	☒
g. I would not leave the military right now because I have a sense of obligation to the people in it	☒	☒	☒	☒	☒
h. I really feel as if the military's values are my own	☒	☒	☒	☒	☒
i. I would have difficulty finding a job if I left the military	☒	☒	☒	☒	☒
j. Generally, on a day-to-day basis, I am proud to be in the military	☒	☒	☒	☒	☒
k. If I left the military, I would feel like I had let my country down	☒	☒	☒	☒	☒
l. I continue to serve in the military because leaving would require considerable sacrifice	☒	☒	☒	☒	☒
m. I feel like being a member of the military can help me achieve what I want in life	☒	☒	☒	☒	☒
n. One of the problems with leaving the military would be the lack of available alternatives	☒	☒	☒	☒	☒
o. I am committed to making the military my career	☒	☒	☒	☒	☒
p. My Service's evaluation/selection system is effective in promoting its best members	☒	☒	☒	☒	☒
q. I am proud to tell others that I am a member of my Service	☒	☒	☒	☒	☒

YOUR MILITARY WORKPLACE

26. Where is your permanent duty station located?
Mark one.

- ☒ In one of the 50 states, DC, Puerto Rico, or a U.S. Territory or possession

  ☐☐ **Please print the two-letter postal abbreviation--for example, "AK" for Alaska.**

- ☒ Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- ☒ Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- ☒ East Asia and Pacific (e.g., Australia, Japan, Korea)
- ☒ North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- ☒ Sub-Saharan Africa (e.g., Kenya, South Africa)
- ☒ Western Hemisphere (e.g., Cuba, Honduras, Peru)
- ☒ Other or not sure

27. Where do you live at your permanent duty station?
Mark one.

- ☒ Aboard ship
- ☒ Barracks/dorm/BEQ/UEPH/BOQ/UOPH military facility
- ☒ Military family housing, on base
- ☒ Military family housing, off base
- ☒ Privatized military housing that you rent on base
- ☒ Privatized military housing that you rent off base
- ☒ Civilian housing that you own or pay a mortgage on
- ☒ Civilian housing that you rent
- ☒ Other

28. In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties? *To indicate none, enter "0".*

☐☐☐ **NIGHTS**

29. Since September 11, 2001, have you been deployed for any of the following operations? *Mark "Yes" or "No" for each item.*

	Yes	No
a. Operation Noble Eagle	☒	☒
b. Operation Enduring Freedom	☒	☒
c. Operation Iraqi Freedom	☒	☒
d. Other	☒	☒

30. Have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001? ◆

- ☒ Yes
- ☒ No ⇨ IF NO, THEN GO TO QUESTION 32

31. How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001? *To indicate 1000 days or more enter "999".*

☐☐☐ **DAYS**

32. Are you currently on a deployment of 30 days or more?

- ☒ Yes
- ☒ No

33. What is the paygrade of your immediate supervisor in your current military work group?

- ☒ E4 or below
- ☒ E5-E6
- ☒ E7-E9
- ☒ W1-W5
- ☒ O1-O3
- ☒ O4 or above
- ☒ Civilian (GS/GM/WG/WL/WS/SES/Other)

34. What is the race/ethnic background of your immediate supervisor in your current military work group? *Mark one or more to describe his/her race/ethnicity.*

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
- ☒ Spanish/Hispanic/Latino

35. How much do you agree or disagree with the following statements about your supervisor? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor..........	☒	☒	☒	☒	☒
b. Your supervisor ensures that all assigned personnel are treated fairly	☒	☒	☒	☒	☒
c. There is very little conflict between your supervisor and the people who report to him/her	☒	☒	☒	☒	☒
d. Your supervisor evaluates your work performance fairly	☒	☒	☒	☒	☒
e. Your supervisor assigns work fairly in your work group	☒	☒	☒	☒	☒
f. You are satisfied with the direction/supervision you receive ...	☒	☒	☒	☒	☒

36. In your opinion, have you had a mentor while in the military?

- ☒ Yes, you have one now
- ☒ Yes, you had one, but you don't have one now
- ☒ No, but you would have liked one
- ☒ No, and you never wanted one
- ☒ Not sure or you do not know what a mentor is

37. How much do you agree or disagree with the following statements about the people you work with at your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers	☒	☒	☒	☒	☒
b. Your coworkers put in the effort required for their jobs	☒	☒	☒	☒	☒
c. The people in your work group tend to get along	☒	☒	☒	☒	☒
d. The people in your work group are willing to help each other	☒	☒	☒	☒	☒
e. You are satisfied with the relationships you have with your coworkers	☒	☒	☒	☒	☒
f. You put more effort into your job than your coworkers do	☒	☒	☒	☒	☒

38. How much do you agree or disagree with the following statements about your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work	☒	☒	☒	☒	☒
b. I have the materials and equipment I need to do my work right	☒	☒	☒	☒	☒
c. At work, I have the opportunity to do what I do best every day	☒	☒	☒	☒	☒
d. In the last 7 days, I have received recognition or praise for doing good work	☒	☒	☒	☒	☒
e. My supervisor, or someone at work, seems to care about me as a person	☒	☒	☒	☒	☒
f. There is someone at work who encourages my development	☒	☒	☒	☒	☒
g. At work, my opinions seem to count.	☒	☒	☒	☒	☒
h. The mission/purpose of my Service makes me feel my job is important ..	☒	☒	☒	☒	☒
i. My coworkers are committed to doing quality work	☒	☒	☒	☒	☒
j. I have a best friend at work	☒	☒	☒	☒	☒
k. In the last 6 months, someone at work has talked to me about my progress	☒	☒	☒	☒	☒
l. This last year, I have had opportunities at work to learn and to grow	☒	☒	☒	☒	☒
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics	☒	☒	☒	☒	☒
n. My supervisor helps everyone in my work group feel included........	☒	☒	☒	☒	☒
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace	☒	☒	☒	☒	☒
p. At my workplace, all employees are kept well informed about issues and decisions that affect them	☒	☒	☒	☒	☒

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39. How much do you agree or disagree with the following statements about the work you do at your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride	☒	☒	☒	☒	☒
b. Your work makes good use of your skills	☒	☒	☒	☒	☒
c. You like the kind of work you do	☒	☒	☒	☒	☒
d. Your job gives you the chance to acquire valuable skills	☒	☒	☒	☒	☒
e. You are satisfied with your job as a whole	☒	☒	☒	☒	☒

40. Overall, how well prepared . . .

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are <u>you</u> to perform your wartime job?	☒	☒	☒	☒	☒
b. Is <u>your unit</u> to perform its wartime mission?	☒	☒	☒	☒	☒

41. How would you rate . . .

	Very low	Low	Moderate	High	Very high
a. <u>Your</u> current level of morale?	☒	☒	☒	☒	☒
b. The current level of morale <u>in your unit</u>?	☒	☒	☒	☒	☒

42. How much do you agree or disagree with the following statements about your unit? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Service members in your unit really care about each other	☒	☒	☒	☒	☒
b. Service members in your unit work well as a team	☒	☒	☒	☒	☒
c. Service members in your unit pull together to get the job done	☒	☒	☒	☒	☒
d. Service members in your unit trust each other	☒	☒	☒	☒	☒

STRESS, HEALTH, AND WELL-BEING

43. In the past month, how often have you . . .

	Very often	Fairly often	Sometimes	Almost never	Never
a. Been upset because of something that happened unexpectedly?	☒	☒	☒	☒	☒
b. Felt that you were unable to control the important things in your life?	☒	☒	☒	☒	☒
c. Felt nervous and stressed?	☒	☒	☒	☒	☒
d. Felt confident about your ability to handle your personal problems?	☒	☒	☒	☒	☒
e. Felt that things were going your way?	☒	☒	☒	☒	☒
f. Found that you could not cope with all of the things you had to do?	☒	☒	☒	☒	☒
g. Been able to control irritations in your life?	☒	☒	☒	☒	☒
h. Felt that you were on top of things?	☒	☒	☒	☒	☒
i. Been angered because of things that were outside of your control?	☒	☒	☒	☒	☒
j. Felt difficulties were piling up so high that you could not overcome them?	☒	☒	☒	☒	☒

44. How true or false is each of the following statements for you? *Mark one answer for each statement.*

	Definitely true	Mostly true	Mostly false	Definitely false
a. I am as healthy as anybody I know	☒	☒	☒	☒
b. I seem to get sick a little easier than other people	☒	☒	☒	☒
c. I expect my health to get worse	☒	☒	☒	☒
d. My health is excellent	☒	☒	☒	☒

PERSONAL EXPERIENCES

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

How frequently during the past 12 months have you been in circumstances where you thought . . .

For each item a-o, mark one response for question 45 and one response for question 46.

45. Military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)

46. Civilians in the local community around an installation

	45. Often	Sometimes	Once or twice	Never		46. Often	Sometimes	Once or twice	Never

a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters? . . . .

b. Told stories or jokes which were racist or depicted your race/ethnicity negatively? . . . .

c. Were condescending to you because of your race/ethnicity? . . . .

d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively? . . . .

e. Displayed tattoos or wore distinctive clothes which were racist? . . . . .

f. Did not include you in social activities because of your race/ethnicity? . . . .

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity? . . . .

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? . . . .

i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do? . . . .

j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)? . . . .

k. Vandalized your property because of your race/ethnicity? . . . .

l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you? . . . .

m. Physically threatened or intimidated you because of your race/ethnicity? . . . .

n. Assaulted you physically because of your race/ethnicity? . . . .

o. Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity? . . . .

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one answer for each statement.*

	No, or does not apply
	Yes, but my race/ethnicity was NOT a factor
	Yes, and my race/ethnicity was a factor

a. You were rated lower than you deserved on your last evaluation .... ☒☒☒

b. Your last evaluation contained unjustified negative comments .... ☒☒☒

c. You were held to a higher performance standard than others .... ☒☒☒

d. You did not get an award or decoration given to others in similar circumstances .. ☒☒☒

e. Your current assignment has not made use of your job skills .... ☒☒☒

f. You were not able to attend a major school needed for your specialty .... ☒☒☒

g. You did not get to go to short (1- to 3- day) courses that would provide you with needed skills .... ☒☒☒

h. You received lower grades than you deserved in your training .... ☒☒☒

i. You did not get a job assignment that you wanted because of scores that you got on tests .... ☒☒☒

j. Your current assignment is not good for your career if you continue in the military .... ☒☒☒

k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement .... ☒☒☒

l. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement .... ☒☒☒

m. You did not learn until it was too late of opportunities that would help your career . ☒☒☒

n. You were unable to get straight answers about your promotion possibilities .... ☒☒☒

o. You or your family were discriminated against when seeking non-government housing .... ☒☒☒

p. You or your family were made to feel unwelcome by a local business (for example, a store or restaurant) .... ☒☒☒

q. You or your family did not get appropriate medical care .... ☒☒☒

r. You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did .... ☒☒☒

s. You were excluded by your peers from social activities .... ☒☒☒

t. Local civilian police harassed you or your family without cause .... ☒☒☒

47. Continued.   ◆

	No, or does not apply
	Yes, but my race/ethnicity was NOT a factor
	Yes, and my race/ethnicity was a factor

u. You or your family were watched more closely than others were by armed forces police .... ☒☒☒

v. You were taken to nonjudicial punishment or court martial when you should not have been .... ☒☒☒

w. You were punished for something that others did without being punished .... ☒☒☒

x. You were afraid for you or your family to go off the installation because of gang activity .... ☒☒☒

y. You were afraid for you or your family to go off the installation for other reasons ... ☒☒☒

z. You were afraid for you or your family because of gang activity on the installation .... ☒☒☒

48. Have you or your family had other bad, race/ethnic-related experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?

☒ No
☒ Yes *(Please specify what happened and to whom below.)*

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49. Would you say that <u>you or your family</u> experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions? *Mark one.*

☒ Yes, racial/ethnic harassment
☒ Yes, racial/ethnic discrimination
☒ Yes, both racial/ethnic harassment and discrimination
☒ No, neither racial/ethnic harassment nor discrimination ⇨ IF NO, GO TO QUESTION 51
☒ Does not apply, you did not mark that anything had happened to you or your family because of race/ethnicity ⇨ IF DOES NOT APPLY, GO TO QUESTION 78

50. Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY? *Mark one.*

☒ No
☒ Yes, some of it
☒ Yes, all of it

◆ ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

Think about the situations you experienced during the past 12 months that involved the behaviors you marked as having happened to you or your family because of race/ethnicity. Pick one situation to tell us about in this section. That situation should be the event or set of related events during the past 12 months that bothered you most.

51. **Which of the following best describe(s) the situation that during the past 12 months has bothered you most?** *Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.*

	Yes	No
a. **Offensive encounters with military personnel, DoD/Service employees and/or contractors** (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	☒	☒
b. **Offensive encounters with civilians around your installation** (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	☒	☒
c. **Harm or threat of harm from military personnel, DoD/Service employees and/or contractors** (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault) .	☒	☒
d. **Harm or threat of harm from civilians around your installation** (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	☒	☒
e. **Assignment/career discrimination** (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)	☒	☒
f. **Evaluation discrimination** (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)	☒	☒
g. **Undue punishment** (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)	☒	☒

51. Continued.

	Yes	No
h. **Training/testing discrimination** (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)	☒	☒
i. **Discrimination by service providers** (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police)	☒	☒
j. **Safety concerns** (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons)	☒	☒
k. **Other race/ethnic-related experiences** (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)	☒	☒

The remaining questions in this section refer to the one situation that had the greatest effect on you.

52. **Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most?** *Mark one.*

☒ Yes, racial/ethnic harassment
☒ Yes, racial/ethnic discrimination
☒ Yes, both racial/ethnic harassment and discrimination
☒ No, neither racial/ethnic discrimination nor harassment

53. **To what extent was this situation . . .**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Annoying?	☒	☒	☒	☒	☒
b. Offensive?	☒	☒	☒	☒	☒
c. Disturbing?	☒	☒	☒	☒	☒
d. Threatening?	☒	☒	☒	☒	☒
e. Disillusioning?	☒	☒	☒	☒	☒

54. Who experienced this situation?

- ☒ Only I experienced it
- ☒ Only members of my family experienced it
- ☒ Both my family and I experienced it

55. Where and when did this situation occur? *Mark one answer for each item.*

	All of it	Most of it	Some of it	None of it
a. At a military installation	☒	☒	☒	☒
b. At your military work (the place where you perform your military duties)	☒	☒	☒	☒
c. During duty hours	☒	☒	☒	☒
d. In a work environment where members of your racial/ethnic background are uncommon	☒	☒	☒	☒
e. While you were deployed	☒	☒	☒	
f. In the local community around an installation	☒	☒	☒	☒
g. At your current permanent duty station .	☒	☒	☒	☒

56. Do you know who did it?

- ☒ Yes
- ☒ No ⇨ IF NO, THEN GO TO QUESTION 61

57. Did more than one person do it?

- ☒ Yes
- ☒ No

58. What was the gender of the person(s)?

- ☒ Male
- ☒ Female
- ☒ Some were male and some were female

59. What was the race/ethnic background of the person(s) who did it? *Mark "Yes," "No," or "Don't know" for each.*

	Yes	No	Don't know
a. White	☒	☒	☒
b. Black or African American	☒	☒	☒
c. American Indian or Alaska Native	☒	☒	☒
d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	☒	☒	☒
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	☒	☒	☒
f. Spanish/Hispanic/Latino	☒	☒	☒

60. Was the person(s) who did it . . . *Mark "Yes," "No," or "Don't know" for each.* ◆

	Yes	No	Don't know
a. Your immediate supervisor?	☒	☒	☒
b. Your unit commander?	☒	☒	☒
c. Other military person(s) of higher rank/grade than you?	☒	☒	☒
d. Your military coworker(s)?	☒	☒	☒
e. Your military subordinate(s)?	☒	☒	☒
f. Other military person(s)?	☒	☒	☒
g. DoD/Service civilian employee(s)?	☒	☒	☒
h. DoD/Service civilian contractor(s)?	☒	☒	☒
i. Person(s) in the local community	☒	☒	☒

61. During the course of the situation you have in mind, how often did the event(s) occur?

- ☒ Once
- ☒ Occasionally
- ☒ Frequently

62. How long did this situation last, or if continuing, how long has it been going on?

- ☒ Less than 1 week
- ☒ 1 week to less than 1 month
- ☒ 1 month to less than 3 months
- ☒ 3 months to less than 6 months
- ☒ 6 months or more

63. As a result of the situation, did you . . .

	Yes	No
a. Try to ignore the behavior?	☒	☒
b. Try to avoid the person(s) who bothered you?	☒	☒
c. Try to forget it?	☒	☒
d. Tell the person(s) to stop?	☒	☒
e. Ask someone else to speak to the person(s) for you?	☒	☒
f. Settle it yourself physically?	☒	☒
g. Act as though it did not bother you?	☒	☒
h. Call a hotline for advice/information (not to file a complaint)?	☒	☒
i. Request a transfer?	☒	☒
j. Think about getting out of your Service?	☒	☒
k. Accomplish less than you would like at work?	☒	☒

64. Did the situation involve only civilians in the local community around an installation?

- ☒ Yes
- ☒ No

65. Did you report the situation to any <u>civilian</u> community officials, offices, or courts?

- ☒ Yes, and it made things better
- ☒ Yes, but it made no difference
- ☒ Yes, and it made things worse
- ☒ Yes, but it is too soon to tell if it will make things better or worse
- ☒ No, I did not report it to a civilian official

66. Did you discuss/report this situation to any <u>installation/Service/DoD</u> individuals or organizations?

- ☒ Yes, made a formal report
- ☒ Yes, made an informal report
- ☒ No ⇨ IF NO, THEN GO TO QUESTION 75

67. Did you report this situation to any of the following <u>installation/Service/DoD</u> individuals or organizations? *Please mark one answer for each.*

	No, I did not report it to this person/office	Yes, but it is too soon to tell if it will make things better or worse	Yes, and it made things worse	Yes, but it made no difference	Yes, and it made things better
a. Your immediate supervisor	☒	☒	☒	☒	☒
b. Someone else in your chain-of-command	☒	☒	☒	☒	☒
c. Someone in the chain-of-command of the person(s) who did it	☒	☒	☒	☒	☒
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	☒	☒	☒	☒	☒
e. Other person or office with responsibility for follow-up	☒	☒	☒	☒	☒
f. Chaplain, counselor, ombudsman, or health care provider	☒	☒	☒	☒	☒

68. What actions were taken in response to your report? *Mark "Yes," "No," or "Don't know" for each.*

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior	☒	☒	☒
b. Your complaint was/is being investigated	☒	☒	☒
c. The situation was resolved informally	☒	☒	☒
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred	☒	☒	☒
e. You were encouraged to drop the complaint	☒	☒	☒
f. Your complaint was discounted or not taken seriously	☒	☒	☒
g. Members of your chain-of-command were hostile toward you	☒	☒	☒
h. Your coworkers were hostile toward you	☒	☒	☒
i. No action was taken	☒	☒	☒
j. You do not know what action was taken	☒	☒	☒

69. How satisfied are you with the following aspects of the reporting process? *Mark one answer for each item.*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint	☒	☒	☒	☒	☒
b. Availability of information about how to follow-up on a complaint	☒	☒	☒	☒	☒
c. Treatment by personnel handling your complaint	☒	☒	☒	☒	☒
d. Amount of time it took/is taking to resolve your complaint	☒	☒	☒	☒	☒
e. How well you were/are kept informed about the progress of your complaint	☒	☒	☒	☒	☒
f. Degree to which your privacy was/is being protected	☒	☒	☒	☒	☒
g. The complaint process overall	☒	☒	☒	☒	☒

70. Do you feel that your chances of having a successful military career will be affected by making this report?

- ☒ Yes, your chances will be improved
- ☒ Yes, your chances will be worse
- ☒ No, your career will not be affected

71. Was your complaint found to be true?

- ☒ Yes
- ☒ No
- ☒ They were unable to determine whether your complaint was true or not
- ☒ Does not apply, the action is still being processed ⇨ IF DOES NOT APPLY, THEN GO TO QUESTION 74

72. What was the outcome of your complaint? *Mark "Yes," "No," or "Don't know" for each.*

	Yes	No	Don't know
a. The outcome of your complaint was explained to you	☒	☒	☒
b. The situation was corrected	☒	☒	☒
c. Some action was taken against the person(s) who bothered you	☒	☒	☒
d. Nothing was done about the complaint	☒	☒	☒
e. Action was taken against you	☒	☒	☒

73. How satisfied were you with the outcome of your complaint?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

74. Did you report <u>all</u> of the behaviors you experienced to one of the <u>installation/Service/DoD</u> individuals or organizations?

☒ Yes ⇨ IF YES, THEN GO TO QUESTION 76
☒ No

75. What were your reasons for not reporting behaviors to any of the <u>installation/Service/DoD</u> individuals or organizations? *Mark "Yes" or "No" for each.*

	No	Yes
a. Was not important enough to report	☒	☒
b. You did not know how to report	☒	☒
c. You felt uncomfortable making a report	☒	☒
d. You took care of the problem yourself	☒	☒
e. You did not think anything would be done . . .	☒	☒
f. You thought you would not be believed	☒	☒
g. You thought reporting would take too much time and effort	☒	☒
h. You thought you would be labeled a troublemaker	☒	☒
i. You thought it would make your work situation unpleasant	☒	☒
j. You thought your performance evaluation or chance for promotion would suffer	☒	☒
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends .	☒	☒
l. You were afraid of retaliation/reprisals from your chain-of-command	☒	☒
m. You did not know the identity of the person(s) who did it	☒	☒
n. Situation only involved civilian(s) off an installation	☒	☒

76. Did any of the following things happen <u>in response to how you handled the situation</u>? *Mark "Yes," "No," or "Don't know" for each.*

	Don't know	No	Yes
a. You were ignored or shunned by others at work	☒	☒	☒
b. You were blamed for the situation	☒	☒	☒
c. You were given less favorable job duties .	☒	☒	☒
d. You were denied an opportunity for training	☒	☒	☒
e. You were given an unfair job performance appraisal	☒	☒	☒
f. You were denied a promotion	☒	☒	☒
g. You were transferred to a less desirable job	☒	☒	☒

77. Do you consider ANY of the things which YOU MARKED AS HAPPENING TO YOU in response to how you handled the situation to have been retaliation for reporting your experience?

☒ Yes
☒ No
☒ Don't know
☒ Does not apply, I did not report my experience or none of the things listed above happened to me

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PERSONNEL POLICY AND PRACTICES

♦

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each.*

	Don't know	No	Yes
a. Senior leadership of my Service	☒	☒	☒
b. Senior leadership of my installation/ship . .	☒	☒	☒
c. My immediate supervisor	☒	☒	☒

79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?

☒ Too much attention
☒ The right amount of attention
☒ Too little attention

80. In your work group, to what extent . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	☒	☒	☒	☒	☒
b. Would complaints about racial/ ethnic harassment and discrimination be taken seriously? . .	☒	☒	☒	☒	☒
c. Would people be able to get away with racial/ethnic harassment and discrimination?	☒	☒	☒	☒	☒
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	☒	☒	☒	☒	☒
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	☒	☒	☒	☒	☒

81. At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?

☒ Yes
☒ No

◆ **82. At your installation/ship, to what extent . . .**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	⊠	⊠	⊠	⊠	⊠
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	⊠	⊠	⊠	⊠	⊠
c. Would people be able to get away with racial/ethnic harassment and discrimination?	⊠	⊠	⊠	⊠	⊠
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	⊠	⊠	⊠	⊠	⊠
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	⊠	⊠	⊠	⊠	⊠
f. Is the availability of complaint hotlines publicized?	⊠	⊠	⊠	⊠	⊠
g. Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?	⊠	⊠	⊠	⊠	⊠
h. Do people feel free to use any recreation facilities regardless of race/ethnicity?	⊠	⊠	⊠	⊠	⊠
i. Are racist/extremist organizations or activities a problem?	⊠	⊠	⊠	⊠	⊠
j. Are hate crimes/activities a problem?	⊠	⊠	⊠	⊠	⊠
k. Are gang activities a problem?	⊠	⊠	⊠	⊠	
l. Are racist/extremist organizations or activities a problem in the local community around your installation?	⊠	⊠	⊠	⊠	⊠
m. Are hate groups/extremist activities a problem in the local community around your installation?	⊠	⊠	⊠	⊠	⊠

83. To what extent . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?	⊠	⊠	⊠	⊠	⊠
b. Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	⊠	⊠	⊠	⊠	⊠
c. Do you feel comfortable interacting with people from different race/ethnic groups?	⊠	⊠	⊠	⊠	⊠

84. Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination . . . *Mark "Yes" or "No" for each.*

	No	Yes
a. At a Command or on an installation/ship?	⊠	⊠
b. In the local community around an installation?	⊠	⊠

85. During the past 12 months, have you been involved in a racial confrontation . . .

	Yes, and I have seen it happen to others	Yes, but I have NOT seen it happen to others	No, but I have seen it happen to others	No, and I have NOT seen it happen to others
a. On your installation/ship?	⊠	⊠	⊠	⊠
b. In the local community around your installation?	⊠	⊠	⊠	⊠

86. How would you rate race relations . . . *Mark one answer for each statement.*

	Poor	Fair	Good	Very good	Excellent
a. In your work group?	⊠	⊠	⊠	⊠	⊠
b. At your installation/ship?	⊠	⊠	⊠	⊠	⊠
c. In your Service?	⊠	⊠	⊠	⊠	⊠
d. In the local community around your installation?	⊠	⊠	⊠	⊠	⊠

TRAINING

87. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?

⊠ Yes
⊠ No ⇨ IF NO, THEN GO TO QUESTION 91

88. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? *To indicate nine or more, enter "9".*

[ ] **TIMES**

89. My Service's training . . .

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	☒	☒	☒		☒
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole	☒	☒	☒		☒
c. Identifies behaviors that are offensive to others and should not be tolerated	☒	☒	☒		☒
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination	☒	☒	☒	☒	
e. Explains the process for reporting racial/ethnic harassment and discrimination	☒	☒	☒		☒
f. Makes you feel it is safe to complain about offensive, race/ethnic-related situations	☒	☒	☒	☒	☒
g. Promotes cross-cultural awareness .	☒	☒	☒	☒	
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	☒	☒	☒	☒	
i. Provides information on your Service's policies on participation in hate groups/gangs/extremist activities	☒	☒	☒	☒	☒
j. Promotes religious tolerance	☒	☒	☒	☒	

90. In your opinion, how effective was the training you received in <u>actually reducing/preventing</u> behaviors which might be seen as racial/ethnic harassment and discrimination?

☒ Very effective
☒ Moderately effective
☒ Slightly effective
☒ Not at all effective

MILITARY/CIVILIAN COMPARISONS ◆

91. How do the opportunities/conditions <u>for people of your race/ethnic background</u> in the military compare to opportunities/conditions you would have in the civilian world?

	Much better as a civilian	Better as a civilian	No difference	Better in the military	Much better in the military
a. Promotion opportunities	☒	☒	☒	☒	☒
b. Pay and benefits	☒	☒	☒	☒	
c. Fair performance evaluations	☒	☒	☒	☒	
d. Education and training opportunities .	☒	☒	☒	☒	☒
e. Quality of life.	☒	☒	☒		☒
f. Fair administration of criminal justice .	☒	☒	☒	☒	
g. Chance to show pride in yourself . . .	☒	☒	☒	☒	
h. Chance to show pride in your race/ethnic group.	☒	☒	☒	☒	
i. Freedom from harassment	☒	☒	☒	☒	☒
j. Freedom from discrimination	☒	☒	☒	☒	☒
k. Freedom from extremism/hate crimes	☒	☒	☒	☒	
l. Race/ethnic relations overall	☒	☒	☒	☒	☒

92. Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

☒ Yes
☒ No

93. Do you have close personal friends who are of a different race/ethnicity than yours?

☒ Yes
☒ No

94. Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?

☒ More now
☒ About the same
☒ Fewer now

95. In your opinion, have race/ethnic relations in our <u>nation</u> gotten better or worse over the last 5 years?

☒ Better today
☒ About the same as 5 years ago
☒ Worse today

96. In your opinion, have opportunities in our <u>nation</u> gotten better or worse over the last 5 years for . . .

	Much worse	Worse	Neither better nor worse	Better	Much better
a. Blacks or African Americans	☒	☒	☒	☒	
b. American Indians or Alaska Natives .	☒	☒	☒	☒	
c. Asians, Native Hawaiians or Pacific Islanders	☒	☒	☒	☒	
d. Spanish/Hispanic/Latinos	☒	☒	☒	☒	
e. Arab Americans	☒	☒	☒	☒	
f. Whites	☒	☒	☒	☒	
g. Muslims	☒	☒	☒	☒	

97. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?

- ☒ Don't know, you have been in the military less than 5 years ⇨ IF DON'T KNOW, GO TO QUESTION 100
- ☒ Much less often
- ☒ Less often
- ☒ About the same
- ☒ More often
- ☒ Much more often

98. In your opinion, have race/ethnic relations in the <u>military</u> gotten better or worse over the last 5 years?

- ☒ Better today
- ☒ About the same as 5 years ago
- ☒ Worse today

99. In your opinion, have opportunities in the <u>military</u> gotten better or worse over the last 5 years for . . .

	Much worse	Worse	Neither better nor worse	Better	Much better
a. Blacks or African Americans	☒	☒	☒	☒	
b. American Indians or Alaska Natives .	☒	☒	☒	☒	
c. Asians, Native Hawaiians or Pacific Islanders	☒	☒	☒	☒	
d. Spanish/Hispanic/Latinos	☒	☒	☒	☒	
e. Arab Americans	☒	☒	☒	☒	
f. Whites	☒	☒	☒	☒	
g. Muslims	☒	☒	☒	☒	

TAKING THE SURVEY

100. Thank you for participating in the Workplace and Equal Opportunity Survey of Active-Duty Members. If you would like to receive a message advising you of when and where the results will be available, please provide your E-mail address. Your address will only be used for this purpose.

Please print

101. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your Equal Opportunity or Civil Rights Office.

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